Local Government Service

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THE LOCAL GOVERNMENT OFFICER OF THE FUTURE

By SIR WILLIAM E. HART, O.B.E., LL.D.

IT is much better to offer a forecast of events or conditions of a hundred years hence than ten years hence. One hopes that one's name will not be entirely forgotten in ten years' time, and indeed that one may be alive at that time and in a state of fair mental repair. In that case the falsification of one's prophetic vision might be brought up for triumphant announcement, whereas there is a comfortable prospect that in a hundred years both prophecy and writer will be covered by a merciful oblivion. The late Earl of Birkenhead was wise in casting his prophetic eye forward to the year 2030. At that time even his forecast will only receive the attention of antiquarians delving in masses of forgotten lore.

PROPHECY AVOIDED

I will therefore avoid the prophet's role as much as possible and confine myself to observations based on the tendencies of the time.

It would be ungracious of me, after having spent some years in Local Government Service, to belittle the work of local administration, and, still more, it would be contrary to all my experience and judgment. I would, therefore, not speak of the future Local Government Officer in any other than a respectful and cordial way. If envy is ever justifiable, I envy him the greater opportunities he will have as compared with those I have had. May I mention some of them?

We are stopping up the devious ways of entry into the Service by the glaringly inefficient, the incompetents introduced by the wiles of relatives or friends, and those who have failed in other walks of life and have a brain-wave that they would like an easy official post with prospects of pensionable rights. In a few years from now it should be recognised that the holder of a post in the Local Government Service must be taken to be alert and brainy or he would not have been allowed to be there. He will usually have been trained in the Service from his youth and he will not have dropped into his place by accident.

SIR WILLIAM HART, LL.D.
Town Clerk of Sheffield

Then there is the increasing variety and extent of the services administered by local authorities. Along with this movement there is the tendency to reduce the numbers of such authorities and to confer upon those of major importance still greater powers. County councils and county borough councils, whose duties and status are approximating to each other, are receiving increased parliamentary powers every year.

With a reduced number of authorities exercising increased powers the status of their officers, like their own status, must assuredly be improved. There will be more frequent opportunities of transfer to other branches of the services.

It is noteworthy that along with this concentration of administrative powers in the hands of the larger authorities (with the singular exception of Insurance Committees, which continue to exercise certain powers under the National Health Insurance Acts) there is a considerable extension of the grant of powers to Joint Boards and other Statutory Boards. In some instances powers entrusted to local authorities outgrow not only parochial boundaries, but municipal and county areas. In 1882 it was thought that the supply of electricity was a question of parochial concern; the passing of the years has shown it to be a matter of national import, which can only be fully controlled by a great national organisation. An entirely modern illustration of this is found in the Land Drainage Act of 1930, which to a large extent gives control of our rivers and waterways to a new series of drainage authorities, most of them to be known as Catchment Boards. No longer is the stream at our sole disposal as it swiftly passes through our municipal district. It and its tributaries are to be handed over (metaphorically speaking) to a new authority empowered to levy toll on the uplands for the benefit of the lowlands.

THE TRAINED OFFICER

While, then, it is singular that the trend of parliamentary legislation is to strengthen and unify the major local authorities, county and county borough councils alike, and while this is accompanied by a centrifugal movement by the creation or appointment of special bodies for services of more than local concern, the question of interest for the Local Government Officer is that new and more detailed powers and responsibilities are being thrust upon these various authorities which will necessarily need the services of trained and competent officers. And it is clear that there are no rivals to the local authorities, amongst which the dismembered parts of those authorities might be divided. Parliament cannot carry out administration, and the young Local Government Officer may enter upon his duties with the assurance that the service will continue with undiminished vigour and that the ingenuity of our legislators will find new and ever new impositions of duties to place upon his employers.

And this is all the more evident if one looks at the decreasing influence of financial considerations in the development of our public services. The demand for this development is due in part to an awakening of the public conscience, as witness the passing into law of the Housing Act and the Mental Treatment Act, both of the year 1930. It also is affected by a craving for improved amenities of life, as is instanced by our Town Planning legislation. And it is also strengthened by the higher standards of living we profess to-day.

The demands for greatly improved highways (due in part, of course, to increased weight and volume of traffic), for better street lighting, and for more parks and open spaces are examples of this higher requirement. We are no longer content to wait. We must have all these needs attended to. We want the prime cuts and are not prepared to be put off with the coarser joints.

VARIED SERVICES

The reasons just adduced are fairly obvious as proof of the variety and interest of our public services as spheres in which our successors will work and of their permanence and constant growth. But there are two other considerations, not immediately upon the horizon, which, in my opinion, will call for the studious attention of our successors and will offer valuable opportunities for advancement in the profession.

The first is what I may call comparative administration; by which I mean the practice of municipal administration in colonial and more particularly in foreign lands. Some commencement of this study has already been undertaken through the work of the International Union of Towns and Cities. It is quite true that, on the whole, we appear to have more to give than to receive in the way of administration as compared with towns abroad. But we cannot meet and confer with the representatives of the Latin towns of the Continent, whose methods, settled many centuries ago, are in many respects so different from our own, or with the virile cities of the States, or with some of our Australian and Canadian cities, without learning very much about administration. The study of their methods and practices will at least show us what things there are in our own administration which are fundamental and which of them are merely matters of use and convenience.

Secondly, there is the nearly related question of research. We have scarcely entered upon consideration of the possibilities of research in regard to local government. There is not time to develop this idea, and I merely mention it.

I am confident that these two questions of comparative administration and research will call for a high quality of service, and this leads me to say a word as to the value of training.

WIDER TRAINING

In speaking as I have done, and very sincerely, of the greater possibilities of the Local Government Service which lie to the hands of the officers of the future, I ought not to omit the correlative question of the necessity of wider training than has been generally obtained in the past. Many professions—legal, medical, engineering, accountancy, and the like—find employment in the Local Government Service, and in each of these services it is essential that specialised knowledge and adaptation should be shown. The members of staffs who are not engaged in any of those recognised professions are creating a profession of their own, which is already seeking after a high standard and calls for high qualifications, and which in the future will attain to a still higher standard. It is for this reason that I desire to see more openings available to University graduates. Many of the University students go from the homes of those in modest circumstances, and it would be well, if the way were made possible, if such students on going up to the University were reasonably assured of Local Government appointments if their college career were satisfactory. I know the difficulties in the way of effecting the accomplishment of this project, as I have tried more than once to bring it about to a small extent and as a beginning, but I believe it is practicable, and I hope it will at no distant date be effected.

SALARIES

One last word I would give has relation to the not uninteresting question of salaries, which has so often been a deterrent and more often a discouragement in regard to Local Government Service. I am not one to complain of the amounts of salaries that have been paid, though I have noticed that poor salaries often run with a poor quality of service, not because the service is wilfully inefficient, but because the salary only attracts a poor type of servant who does his best, but it is a poor best. The fault as regards salaries has been the grudging and ungenerous way in which they have been advanced and the inequality of pay of different officers in the same service. This grievance is likely to be less prevalent in the future for two reasons at least. In the first place, the service associations are now in a position to negotiate with the employing authorities and to seek to ensure justice and equality of treatment. And, secondly, the authorities themselves are realising the fairness of grading the salaries of their officers and staffs and the need for saving themselves and their staffs from the undignified and acrimonious way in which questions of salary are often debated.

Just as the daily mastery of the air will shortly revolutionise travel and, to some extent, transport, so I am satisfied that the changing claims and circumstances of the future will call for new and hitherto unexpected developments in our Local Government Service, which may offer scope for the spirit of adventure and can only be met by the energy and devotion of a highly trained body of public servants. There is one aspect in respect of which the future will be like to the past—hard work will be needed and hard work will tell.

LOCAL GOVERNMENT LAW

THE policy of the Government to consolidate the various statutes regulating the work of the Ministry of Health, particularly in so far as they relate to the enactments applying to local authorities and local government, has occasioned the appointment of a Special Committee under the chairmanship of Viscount Chelmsford. Its purpose is to consider under what heads the enactments should be grouped, and what amendments of the existing law are required for consolidation and to secure simplicity and uniformity.

The membership of the Committee is as follows: Viscount Chelmsford, *Chairman*; Mr. L. S. Brass; Mr. H. J. Comyns; Capt. Ernest Evans, M.P.; Sir William M. Graham-Harrison, K.C.; Sir Frederick F. Liddell, K.C.; Major J. J. Llewellin, M.P.; Mr. E. J. Maude, Major J. Milner, M.P.; Mr. Cecil Oakes; Sir Harry G. Pritchard; Mr. L. A. J. Granville Ram; Mr. C. E. Staddon; Lt.-Col. Sir Seymour Williams.

The Secretary to the Committee will be Mr. R. S. King-Farlow, of the Ministry of Health.

N.A.L.G.O. HEADQUARTERS

NALGO's Headquarters Offices, at 24 Abingdon Street, are ideally situated for their purpose as the directive and co-ordinating centre for the Association's activities.

The address is very handy for the Government departments, being within three minutes' walk of the Ministry of Health and directly opposite the House of Lords, as shown by the view from the front doorstep reproduced (photograph No. 1) on this page.

Extensions made to the premises last year have considerably facilitated the work of the staff, and these extensions were planned and the details carried out to ensure not merely convenience of working conditions, but the welfare of the staff in regard to health and comfort.

On the ground floor is an inquiry office and telephone exchange, next to which is the General Secretary's office (shown in photograph No. 2), the focal point of headquarters organisation.

At a slightly lower level, on what was formerly the garden and stables of the original house, is the council chamber (shown in photograph No. 3). This is a beautiful room, some 80 ft. long by 30 ft. wide, which can accommodate a full meeting of the National Executive Council, or can be divided in two by heavy oak folding partitions, to make two committee rooms. This division of the council chamber is not merely a convenience to headquarters, but is a source of revenue, as the committee rooms are available for a greater part of the year for letting to bodies requiring a central meeting place. In this its convenience to Parliament and the Ministries is of great benefit, and among those bodies who have taken advantage of letting facilities are the Association of Municipal Corporations, the Urban District Councils Association, Cheshire County Council, National Association of Health and Pleasure Resorts, and many others.

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On the first floor there are the offices of the Legal Secretary, Chief Organising Secretary, Divisional Organising Secretary for Metropolitan and Eastern Districts, and a long room devoted to the Nalgo Provident Society, Nalgo Approved Society, and the Benevolent and Orphan Fund.

On the second floor are offices for typists, the accountant and staff, and the Education Secretary. In the basement and on the top floor are store rooms and living quarters for the housekeeper.

As is consistent with the policy and philosophy of Nalgo, there is nothing ornate or extravagant about the building or its appointments, but in everything regard has been had to good quality and the best interests of the work and workers.

The front portion of the building consists of a very fine old Georgian house purchased by the Association in 1926, probably designed and built as a town residence for a wealthy member of society some 200 years ago. In this portion the walls in the majority of the rooms on the ground and upper floors are panelled with oak from floor to cornice. The rooms themselves are of beautiful proportions, with very fine carvings and mouldings. The staircase is a fine feature, with some particularly artistic ironwork supporting the hand rail.

Joined on to the back of the old building is the new addition made in 1929. This new building consists of the committee rooms on the ground floor, with two floors over, housing the insurance and accounts departments. It is of brickwork, steel, and concrete fire-proof construction, giving an addition of some 3,000 square feet of accommodation.

In regard to decoration in the new building, stern simplicity is the keynote of the offices, but in regard to the committee rooms, it was considered desirable that the Georgian spirit of the old building should be followed. There are fibrous plaster enrichments at the ceilings and cornices, while the walls above the dado have been panelled in a similar manner. The dado itself is of oak panelling, 4 ft. high, and is lightly stained and polished. The colour scheme has been carried out in green and cream, with the enriched portions of the pilaster capitals and wall panellings picked out with a slightly darker tint. The alterations and additions have given the Association up-to-date and efficient premises as headquarters.

OFFICIAL JARGON

By Edwin L. Packer
(Education Department, Wolverhampton)

ALL local government officers are advised to read *The Art of Writing*, by Sir Arthur Quiller Couch, published by the Cambridge University Press. The fifth lecture on "Jargon" is specially interesting because committee clerks who draft minutes and officials who prepare reports frequently employ this substitute for prose. What is jargon? Sir Arthur defines it in these words :—

> "Caution is its father : the instinct to save everything, especially trouble : its mother, Indolence. It looks precise, but is not. It is, in these times, safe : a thousand men have said it before and not one to your knowledge has been prosecuted for it. It is becoming the language of Parliament : it has become the medium through which boards of government, county councils, syndicates, committees, and commercial firms, express the processes as well as the conclusions of their thoughts and so voice the reason of their being."

The great fault of jargon is, that it abhors direct and simple statements. It demands long words and lengthy phrases. It must sound impressive even if it means very little. Thus a committee will report :

> "Your Committee have had under consideration from time to time the best course of action to be taken in connection with various matters brought to their notice."

This is jargon. It prefers *have had under consideration* to *have considered*, and *in connection with* to *in*. The words *best* and *various* are superfluous. In prose the passage would read :

> "Your Committee have considered from time to time the course of action to be taken in matters brought to their notice."

Even this is not final. The phrase, *from time to time* could be supplanted by *periodically* and a more concrete word substituted for *matters*. The revised version lacks the official flavour, but it is more accurate and saves both time and printing ink.

The second fault of jargon is, that it delights to use abstract terms. A clerk will minute :—

> "That having regard to the busy nature of the surrounding district and the dangerous condition of the stack, this Committee is of the opinion that it should be demolished."

Nature and *condition* are abstract nouns which should not be used. They merely obscure the meaning of the passage. Written in direct language it reads :—

> "The Committee recommend the demolition of the stack, because it is dangerous and is situated in a busy district."

The words *such* and *said* are also great favourites with writers of jargon and occur repeatedly in official records. Here is a list of words and phrases dear to the heart of local government officers which should be avoided whenever possible : In connection with; in regard to; in respect of; with reference to; relative to; and other combinations of these words. Character; nature, condition; case; instance; matters; and all other abstract terms. To take the necessary steps; to have under consideration; and other periphrases. Such; said; same, and similar adjectives.

Officials use these terms because they never really think what they are saying. The glib phrases have been read, confirmed, and signed many times before without question and therefore nothing can go wrong if they are used again.

NALGO AND POOR LAW MEMBERS

AIMING at the best form of organisation so as to keep in close touch with its members, N.A.L.G.O. has spent considerable time and thought on this subject.

It will be remembered that on amalgamation with the N.P.L.O.A. four prominent representatives of that body were added to the National Executive Council and four others were appointed to serve with them on the new Transferred Poor Law Officers' Committee.

Each of the N.A.L.G.O. District Committees and the County Council and County Borough Branches were asked to set up advisory sub-committees for Transferred Officers or in other ways to give them special representation.

Some of this machinery was of an immediate and therefore temporary character, and the County Branches in particular, in view of the wide-spread membership, have been giving careful consideration to the best means of providing more permanent machinery for purposes of representation of their membership.

The rules of one County Branch have been amended to provide for the division of the County into Sub-Branch areas. Each Sub-Branch is to appoint a chairman, local correspondent, and committee, such committee to meet not less than three times each year, the functions being to deal with all matters of local interest and to make recommendations to the Executive Committee thereon; to secure membership of all local officers and maintain their interest; to organise social functions; to arrange for the collection of subscriptions and the circulation of information, literature, and official journals. Provision is made for the major representation on the Branch Executive Committee to be comprised of representatives of Sub-Branches, i.e., one to five representatives from each Sub-Branch according to its membership.

Another proposal is that the County Branch shall delegate to existing Local Branches within the county the duty of collecting subscriptions, circulating jour-

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nals, etc., such Local Branches to admit the members for whom they become responsible to general participation in the life of the Local Branch. Subscriptions collected in this manner would be remitted to the County Branch and recorded in the County Branch Register in the same way as other County Branch members. It would be a matter of arrangement as to whether a proportion of the County Branch rebate should be retained by, or paid to, the Local Branch.

These two schemes have been communicated to the County Branches to aid them in dealing with their particular problems. Time and experience will prove to each which particular method meets with the approval of the members and will work most smoothly and effectively.

A POLICE COLLEGE

AN interesting conference was recently convened by the Home Office to discuss a scheme for the establishment of a proposed police college. Attended by nearly all the chief constables and a number of other officials whose immediate interests are concerned with raising the standards of knowledge in the police force, the conference clearly indicated its appreciation of the suggestion which it was convened to consider. On its importance there can be no dispute. Recent legislation has greatly added to the duties which the police forces, both in town and country, are required to perform. Every day the regulation of traffic, for example, becomes more onerous and, by the child of tender years right up to his aged progenitor, the constable on duty is ever more regarded as representing a friendly and protective arm of the State acting through the Standing Government Committee of the omniscient county council or the Watch Committee of the Corporation, as the case may be. When Sir Robert Peel, father of the modern police force, introduced the predecessor of the ubiquitous policeman of to-day he could not have foreseen, man of large political imagination as he was, the important social place which the policeman would occupy in the early decades of the twentieth century. In convening the conference to which reference is made, the Home Secretary takes account of the need for public confidence in the officer of the county or county borough authority immediately responsible for the maintenance of peace and general order. Every effort that can be made to acquaint the policeman with the laws that he is called upon to execute must receive the support of all good citizens. The policeman should know rather more than how to read and write, and the college should not only improve his capacity to probe the ways of men and women, but should bring to the constable a larger knowledge of social facts and of the sundry and varied efforts which legislation has framed for their recognition and, in some cases, for their removal.

A. Bevan.

THE CITY MANAGER OF DUBLIN

A Revolution in Local Government Administration

By A SPECIAL CORRESPONDENT

THE Local Government (Dublin) Act, 1930, reconstructs the administrative machine of the City of Dublin, creates a new borough out of a number of coastal areas, and embodies two distinctly interesting innovations so far as we are used to Local Government administration on this side of the Atlantic. The Act extends the area of the City of Dublin by including therein the Urban Districts of Pembroke, Rathmine, and Rathgar, as well as certain rural areas. In addition, the Joint Hospital Board and the Main Drainage Board are also abolished and the administration is to be taken over by the city. The same Act establishes the Borough of Dun Laoghaire, comprising a number of coastal district councils. The new borough is to be a body politic and corporate, with perpetual succession and a common seal.

With the exceptions of specific sections of the Act dealing respectively with the city and the borough, the major portion of this interesting piece of legislation is common to both authorities.

CONTINUITY OF SERVICE

The Act provides for every person who is, on the day before the appointed day, an officer of an abolished body to be transferred to the successor of such abolished body and existing contracts of service, expressed or implied, are to be enforced by or against the successor. The Act also provides that every transferred officer shall, within two years after the appointed day (*a*) be continued by the successor in the office he held immediately before the appointed day, or in an analogous office with analogous duties, or (*b*) be appointed according to law and with his consent to an office in the service of the successor, or (*c*) be removed from office by the successor. The Minister has power to determine questions as to whether offices or duties are analogous to other offices and duties. This feature of the Act is not without interest, because it has been impossible to include in recent Acts—in this country—any provision for the Minister or specially appointed tribunal to decide what are analogous duties.

Every transferred officer on his removal from office shall, for superannuation purposes and compensation purposes, be entitled to count his service with the abolished body and with the successor body as continuous service.

THE CITY MANAGER

A novel feature of the Act is the provision for the appointment of the Town Clerk, Mr. G. J. Sherlock, as Dublin City Manager and Town Clerk, who is to perform all the powers, functions and duties of the City Corporation in relation to the appointment or removal of officers and servants of the Corporation and all other functions of the Corporation, with the exception of certain reserved functions, amongst which principally are :

(*a*) Making a rate or borrowing monies.
(*b*) Making or amending or revoking bye-laws.
(*c*) Making an order or passing a resolution by virtue of which any enactment is brought into operation in the city or borough.
(*b*) Electing a person to be a member of a public body.
(*e*) Parliamentary and local elections.

MR. GERALD J. SHERLOCK

Mr. Sherlock has been in the service of the Dublin Corporation since 1894, first entering the department of the City Engineer, when he was associated with the scheme for the main drainage of the city in 1896. This project involved a capital expenditure of £829,592. Then, in 1897, he was concerned with the negotiations between the Dublin Corporation and the local tramways undertaking.

Mr. Sherlock has held the position of City Engineer, and was concerned with the construction of the second impounding waterworks reservoir at Roundwood, Co. Wicklow, which increased the storage supply of Dublin by 50 per cent. at a cost of £317,982 and in 1926 he was promoted Assistant Town Clerk, becoming Town Clerk a year later. In 1909 Mr. Sherlock took over the additional duty of Commercial Manager of the City Waterworks.

Under the Local Government (Dublin) Act, 1930, Mr. Sherlock became first City Manager of Greater Dublin.

Notwithstanding the fact that he is not a member of the City Council, the City Manager may, with his consent, be appointed to be a member of the Joint Committee of Management of the Grangegorman District Mental Hospital.

As the first meetings of the new Councils will be held without a Lord Mayor and Mayor, the Managers are to act as chairmen of their respective Councils, but not entitled to vote until the Lord Mayor and Mayor have been elected and have made the declaration accepting the offices.

THE MANAGER AND THE COUNCIL

The Manager has, however, on all occasions, the right to attend meetings of the Council and to take part in discussions at such meetings as if he were a member of the Council, but he is not entitled to vote on any question to be decided by a vote of members. Every act done or every decision taken by the Manager, which if done or taken by the council of a county, borough, or urban district, would be required by law to be done or taken by resolution of the Council shall be done or taken by the Manager by an order in writing signed by him and stating the time at which it was signed. Where notice is required prior to the passing of a resolution, the Manager shall give like notice, before making his signed order. He is to keep a register in which shall be entered a copy of every order he makes.

The Manager may, by signed order, countersigned by the City or Borough Accountant, authorise the making of any payment out of Corporation funds in respect of expense incurred by the Corporation or by the Manager on behalf of the Corporation, but the Council may, by resolution, fix a period at any time during which every such order shall be submitted to the Lord Mayor or Chairman when the Lord Mayor or Chairman is required to add his signature to the order.

POWER OF THE MANAGER

It will be clearly seen that great power is vested in the City Manager and likewise in the Borough Manager of Dun Laoghaire. Although he is the officer of the Council, he will hold office until he dies, resigns, or is removed, but he cannot be removed without the sanction of the Minister of Local Government and Public Health, and he cannot be either suspended or removed except by a resolution of the Council called for that purpose, with seven days' notice and passed by a majority of two-thirds of the members of the present Council voting.

The Manager is empowered with all the authority of the Corporation in the appointment, control, and removal of all other officers and servants, and they are specifically directed to perform their duties in accordance with the directions of the Manager. In other words, the Manager is the Corporation, except as regards the reserved functions previously mentioned, and the force of this arrangement is emphasised by the fact that the Council can only interfere in the Manager's duties by a specially summoned meeting, the notice for which must contain the terms of the proposals previously given in writing to the Manager.

Any dispute arising between the Council and the Manager as to whether or not any resolution passed by the Council contravenes the provisions governing his power of functions must be referred for decision to the Minister.

CONSTITUTION OF THE COUNCIL

Another interesting innovation is the provision made for the election on the City Council of thirty members by the persons on the register of local government electors and five members by the persons for the time being registered on the register of commercial electors. The Act provides that a register of commercial electors shall be prepared as soon as possible, comprising every individual, partnership, unincorporated association, and corporate body who or which resides in Saorstat Eireamm and is, for the time being, the rated occupier of any premises situated in the city and such premises are valued at not less than £20, or when the proportion of the valuation of the premises attributable to some business part thereof is £20, and the premises are occupied for the purpose of carrying on trade, business, profession, manufacture, or other commercial or industrial pursuit.

At an election of the commercial members on the City Council each person on the register of commercial electors is entitled to votes as follows :—

If the value of the premises is

	Votes
Not less than £50	1
„ „ £50 but less than £100	2
„ „ £100 „ „ £150	3
„ „ £150 „ „ £200	4
„ „ £200 „ „ £250	5
„ „ £250	6

Certain statutory meetings of the City Council and the Borough Council are to be held quarterly, but other meetings are to be held monthly or more frequently.

SANITARY INSPECTORS' ASSOCIATION

Mr. Fred Pollard, F.S.I.A., Chief Sanitary Inspector to the City of London, has been elected chairman of the General Committee of the Sanitary Inspectors' Association of England and Wales.

LEGAL NOTES

Local Government (Clerks) Bill

THIS Bill, which has been introduced in the House of Lords, was read a second time on December 9, and committed to a Committee of the whole House. The Committee stage will commence on January 28 next.

Lord Strachie, moving its Second Reading, said that the Clerks of the Peace and the County Councils had agreed to the Bill. The main purpose of the Bill was to separate the offices of Clerk of the County Council and Clerk of the Peace.

The following is a summary of those provisions of the Bill which are of interest to Local Government officers generally :—

SALARIES AND REMUNERATION
(CLAUSE 3)

Except in the case of a person who is holding the office of Clerk of the Peace and County Council immediately before the commencement of the Act, the Clerk of the County Council is to be paid such salary as may from time to time be determined by the County Council *subject to the approval of the Minister of Health*, whilst the Clerk of the Peace is to be paid such salary as may from time to time be determined by the Court of Quarter Sessions, or, in the event of an appeal from any such determination being made to the Secretary of State by the County Council or by the Clerk of the Peace, by the Secretary of State.

TENURE AND VACATION OF OFFICE
(CLAUSES 4 AND 5)

A Clerk of a County Council appointed after the commencement of the Act shall, subject to the terms of any agreement as to notice made between him and the County Council, hold office during the pleasure of the County Council, *so, however, that no such Clerk shall be dismissed from his office without the consent in writing of the Minister.*

The Court of Quarter Sessions may dismiss a Clerk of the Peace who has been guilty of misconduct, but any person so dismissed *may appeal to the High Court.*

By Clause 5 (4) it is provided that :—The clerk of every county council shall be, by virtue of his office, clerk of the joint committee, the county agricultural committee, the county education committee, the public assistance committee, the county valuation committee, and of all other committees of the council.

DEPUTIES AND STAFF
(CLAUSES 6 AND 7)

Clause 7(1) provides that every County Council shall appoint to be, *during the pleasure of the Council*, members of the staff of the Council such officers and servants as they may think necessary to assist the Clerk of the County Council in carrying out his duties as such, other than duties in relation to the registration of electors and the conduct of parliamentary elections, and if and so long as the office of the Clerk of the Peace is held by the Clerk of the County Council, in carrying out his duties as Clerk of the Peace.

It is disappointing that provision has not been made in this Clause to place the officers and servants referred to in a more satisfactory position. The Clause ought to be amended to provide that the appointments of the officers and servants mentioned shall be determined only by notice given in accordance with the terms of their employment. The Royal Commission on Local Government recommended that :—

"The law should be altered so as to provide that, notwithstanding the provisions in Section 198 of the Public Health Act, 1875, and other analogous enactments empowering Local Authorities to dismiss their officers at pleasure, it should be competent for Local Authorities to enter into contracts with their officers providing for reasonable notice of termination of any such contract on either side, and that such contract should be binding on both parties."

Clause 7(3) provides that any person who immediately before the passing of the Act was in the permanent employment of a Clerk of the Peace and County Council for the purposes of any office held by him as such Clerk shall be deemed to have been appointed an officer or servant of the County Council upon the same terms as respects remuneration and as respects notice as the terms upon which he was employed in such permanent employment as aforesaid.

SUPERANNUATION
(CLAUSES 8 AND 9, AND THE FIRST AND SECOND SCHEDULES)

Clause 8(1) provides that :—

"As respects every clerk of a county council appointed *after* the commencement of this Act, the following provisions shall have effect :—

(a) If and so long as the county council in whose service he is have not adopted the Act of 1922, the provisions of that Act, set out with modifications in Part I of the First Schedule to this Act, shall, as so set out, apply in his case;

(b) Where the county council in whose service he is have, whether before or after his appointment as clerk, adopted the Act of 1922, then the provisions of Part I of the First Schedule to this Act shall not apply in his case, and, for the purposes of the Act of 1922, his office as clerk of the county council shall be deemed to be a post designated as an established post, but he shall not be deemed to have occupied that post on the appointed day;

(c) The provisions set out in Part II of the First Schedule to this Act shall have effect in any case in which the Act of 1922 becomes applicable in lieu of the provisions set out in Part I of that schedule and in any case where the said provisions become applicable in lieu of that Act."

One is prompted to ask why only the Clerk of the County Council and the Clerk of the Peace have superannuation rights conferred on them by the Bill, and why no provision is made by the Bill for the superannuation of such of the deputies and other members of the staff who are not contributing under either the Act of 1922 or a private Superannuation Act.

Clause 8(2) provides for the payment to Clerks of the Peace and County Councils appointed *before* the commencement of the Act of superannuation allowances to be calculated in accordance with the provisions contained in the Second Schedule.

One interesting provision relating to the calculation of a superannuation

(*Continued on page 21*)

LOCAL GOVERNMENT SERVICE FROM THE HOUSE OF COMMONS

By H. M. GIBSON, J.P., M.P.

THE local government service has always been of deep concern and interest to me. For seventeen years I served as a local government officer under the Manchester Corporation, and went direct from that position into the House of Commons.

I was keenly interested to know how the local government service was regarded by the different members of the Commons; and it was a source of great pleasure and satisfaction to me to hear on all sides unstinted praise for the high degree of efficiency and loyalty of the service.

The Minister of Health, Mr. Arthur Greenwood, and the President of the Board of Trade, Mr. William Graham, have on many occasions expressed in the clearest of terms their sense of gratitude for the quiet, able way in which the service has co-operated with Ministers in the government of the country.

It was only quite recently that the Minister of Transport, Mr. Herbert Morrison, spoke in the same terms, while the late Minister of Health, Mr. Neville Chamberlain—who possesses great knowledge on local government matters—has been as fulsome in his testimony.

THE LEGISLATIVE CROP

Over three-quarters of the legislation passed at Westminster has a direct relationship with the local authorities, and whilst it may be the business of the House of Commons to pass these laws, it remains with the local authorities to administer them.

It is just at that vital point where an efficient local government service plays such an important part. While it may be the business of elected local representatives to lay down matters of policy, they still have to rely upon the officials of the service to administer that policy.

One sometimes hears it suggested by way of a taunt that it is the officials who really govern and not the elected local representatives. It cannot be expected that the councillors can give attention to administrative details of this extended service. It is disinterested public work, making great calls upon their time; consequently it is a matter for rejoicing that we have so many efficient officials.

With almost every bill that passes, increased duties and responsibilities fall upon local authorities, and it was because of this reason that the present Minister of Health decided to set up a special Departmental Committee to investigate and report to him.

Mr. H. M. GIBSON, M.P.

The terms of reference of this Committee are:

"To inquire into and make recommendations on the qualifications, recruitment, training, and promotion of local government officers."

I believe that I am the only member on the Committee who has had actual experience in working in the service which is proving extremely useful. I have only one comment to make at this stage, and that is that there seems to be in some quarters a strong tendency to believe that it is possible to have a highly-efficient local government service without paying adequately for it. To me there is only one way to describe such an attitude, and that is that it is utterly foolish. Economy is very desirable, but economy at the expense of efficiency is extravagance of the worst kind, and in the short run as well as in the long run, it pays many times over to have an efficient, contented service. Nobody has a higher regard for the Civil Service than I have. Its history and achievements justify it, but I refuse to believe for one moment that the local government service is less important or its history and achievements less worthy. For this reason I believe it should be regarded as of equal status, but the plain fact remains *that it is not.* Our line of action for the future should be to take such steps as will bring about this desirable end.

There is, of course, another side to this problem, and that is that increased responsibility calls for greater efficiency. Loyalty to the service must be cultivated. At this point it is only right and proper that a word should be said for the magnificent work which the N.A.L.G.O. is doing on behalf of local government officers. The efficiency of the service is perfectly reflected in the work of the head office. Mr. Hill, the general secretary, and his staff are untiring in their efforts.

The same can be said with equal truth of the national E.C. and the splendid band of voluntary officials who carry on the work of the association, many times under difficult circumstances in obscure corners of the country. The officers of N.A.L.G.O. are of such calibre that they give a tone to our organisation which is of no small account.

A SOUND ORGANISATION

I would appeal, therefore, to the younger men and women in the service to see to it that we have a 100 per cent. organisation to back up the good work they are doing, so that when they go to interview a Minister on a subject like superannuation, for instance, they will be able to speak with even greater authority than they do at present, because numbers still count enormously. Superannuation should not be regarded as a special privilege, but as a right of every local government officer, but I am equally convinced that if it is not worth working for and striving for it is not worth having.

The best authorities give it; help N.A.L.G.O. to make the others see

(*Continued on page 21*)

LOCAL GOVERNMENT

By S. OSWALD EVANS, L.A.A. Finalist

V.—THE BOROUGH

CLASSES OF BOROUGHS

THERE are several different classes of boroughs; certain ancient boroughs known as counties of towns or counties of cities, such as Norwich, Bristol, and Exeter, which have, in addition to the organisation of a municipal corporation, the powers and something of the organisation of a county. They have their own commission of the peace and court of quarter sessions, and their own sheriffs. Such boroughs are wholly independent of the county.

The Local Government Act of 1888 created a special class of borough called the "county borough," consisting generally of those which had a population of at least 50,000, and the Ministry of Health is authorised to make provisional orders from time to time, including populous boroughs within that class. The size of the population necessary has since been raised to 75,000. There were sixty-one county boroughs scheduled to the Act of 1888; they now number eighty-three. County borough councils have the powers and duties both of a county council and a municipal borough.

A further class (including most of the larger boroughs) consists of boroughs possessing a separate police force, maintained at their own expense, distinct from the county police. The control of this police force is in the hands of a committee known as the watch committee, which must not exceed in number one-third of the whole council, and the mayor must be a member.

CONSTITUTION AND GOVERNMENT

The constitution and government of borough councils in England and Wales are regulated by the Municipal Corporations Act of 1882. This measure repealed, re-enacted, and consolidated the original Act of 1835, and various amending Acts passed prior to 1882. The Act applies to practically all boroughs outside the Metropolis.

Municipal corporations are governed by councils which consist of the mayor, aldermen, and councillors. The mayor is elected for one year from among the aldermen, or councillors, or persons qualified to be such. By virtue of his office he is a justice of the peace for the borough during his term of office and also during the following year. The aldermen are elected by the councillors for a period of six years, one-half going out of office at the end of every three years. The aldermen are not necessarily chosen from among the councillors, but they must be qualified to be councillors.

The councillors are elected for three years by the local government electors registered under the Representation of the People Acts, 1918 and 1928. Any elector not otherwise disqualified may be elected as councillor, including ministers of religion. Owners of property of any tenure within the borough are also eligible, as are women, married or single. The council must meet at least once a quarter for the transaction of business. The mayor may call a meeting of the council at any time, and if he declines to do so, when requested, any five members of the council may summon a meeting. The minutes of the council may be inspected by a burgess on payment of a fee, and he or she may make a copy of them. The council appoints committees, which must submit their actions to the council for approval (with the exception of the watch committee).

POWERS AND DUTIES

The powers and duties of borough councils are exercised under five distinct sets of statutes. These are:—(1) The Municipal Corporations Act, 1882, which deals with the powers and constitution of municipal corporations. (2) The Public Health Act, 1875 and 1920, dealing with the powers of the borough to act as sanitary authority for its district. (3) The Education Acts, 1902 to 1921, which make the borough the local education authority for its area. (4) The various Trading Acts, which deal with any trading undertakings which the council may carry on, such as gasworks, tramways, markets, and so on. (5) Miscellaneous Acts, governing libraries, baths, burial grounds, etc.

As the sanitary authority for its area, the council must enforce the provision of proper sanitary accommodation for each dwelling house, and it must provide for the removal of house refuse. Other matters are those relating to lodging houses, prevention of infectious diseases, and matters of a like nature which come under the heading of sanitary powers and which I detailed in my article last month when writing of district councils.

Borough councils may make bye-laws for the good rule and government of the borough and for the prevention and suppression of nuisances. The council may purchase land for the purpose of erecting thereon a town hall, police station, or any other borough buildings. The council cannot sell or mortgage borough land without the approval of the Ministry of Health. Subject to the provisions of the Borough Funds Act, town councils may promote or oppose bills in Parliament.

There is no standard form of accounts for boroughs with the exception of those laid down by the Rating and Valuation Act, 1925, and the various Housing Acts. The accounts are made up every half-year and submitted to the auditors within one month from the date on which they are made up. After the audit of the accounts for the second half-year in the financial year, an abstract must be printed in respect of the year. This abstract is open to the inspection of rate payers, and may be purchased by them on payment of a reasonable sum.

SOURCES OF RECEIPT

The receipts of a borough council are obtained from rates, fees, tolls, rents of properties, municipal undertakings, e.g., gas, tramways, markets, etc., and Government grants. All the expenses of the council are to be defrayed out of the district fund, which is the fund to which the district rate is paid, unless otherwise provided to the contrary. Before the date on which the provisions of the Rating and Valuation Act, 1925, came into operation, a borough rate was levied, but in accordance with Section 2 (1) of the Act, a consolidated general district rate has been levied as from the date of the first new valuation.

The audit of the accounts of town councils is provided for by the annual appointment of three auditors, two elected by the burgesses and one appointed by the mayor, called the elective auditors and the mayor's auditor respectively. These auditors have no power of disallowance and surcharge. Most of the large corporations employ and pay firms of professional accountants to audit their accounts.

In addition to the above audit, the accounts of the borough which relate to education, housing, and police are audited by the auditors of the Ministry of Health.

LOANS

Loans may be raised for borough purposes to meet special expenditure upon works of a permanent character. They must be repaid within a period not exceeding thirty years. Other loans may be raised and repaid as laid down by the respective enactments, e.g., Housing (purchase of land), eighty years, and so on. The council may also raise money by the issue of stock.

OFFICERS

As is the case with the district, the borough council appoints a clerk, treasurer, medical officer, and such other officers as may be deemed necessary. The medical officer is appointed by the borough council in its capacity as sanitary authority, as is also the sanitary inspector. Under the Public Health (Officers) Act, 1921, these officers enjoy a measure of security of tenure and, in certain circumstances, one-half of their salaries is repaid to the council by the Ministry of Health.

SLUM CLEARANCE

A New Problem and a Solution

By PARKER MORRIS, LL.B.
(Town Clerk of Westminster)

LOCAL authorities carrying out slum clearance schemes under the Housing Act, 1930, are about to be faced with a new problem in the management of their housing estates. In managing the houses erected under the Addison, Chamberlain, and Wheatley Acts, they have generally been assisted by two factors: first, the high rents that have been charged and, secondly, the right to select their tenants, which factors have resulted generally in the tenants being persons with regular incomes and having a high sense of house pride.

THE GREENWOOD ACT

In the cases of houses to be erected under the Greenwood Act, local authorities will not be in this advantageous position. The tenants will have to be taken from the slum areas and, whilst the 1930 Act enables a local authority to charge less than their normal rents, the rents will be comparatively high for the tenants. The general standard of cleanliness and of house pride of slum dwellers is lower than that of the tenants of the earlier schemes and a proportion will be either dirty, destructive, thriftless, or with little house pride. Unless special steps are taken to place them next to suitable neighbours and to prepare the proportion of bad tenants for their improved dwellings, and after removal to keep a regular observation of them and, by a firm but helping hand, to assist them to become good tenants, it will soon be found that some of the dwellings will seriously deteriorate, that disturbances will arise amongst the tenants, that the proportion of the tenants that fail to make good will be unduly high, and that an unnecessarily high number of tenants will have to be turned out of their houses or will drift into other congested areas.

NEW SYSTEM REQUIRED

The usual system of property management is, I submit, not capable of dealing with the new problem, as a close study of it reveals defects which are a grave handicap to its success, viz. :—

(*a*) It judges results almost entirely from the collection of rents and too often allows repairs to await persistent complaints from the tenant or notices from the local authority.

(*b*) A man is unable to keep an observant eye upon the care taken by the tenant of the inside of the premises as there are obvious difficulties in his gaining regular access into the house.

(*c*) It fails to give to the tenant the necessary incentive and encouragement to rise to the level of his new environment.

(*d*) It requires each person to collect the rents from an undue number of houses.

(*e*) In slum clearances carried out before the war, many of the tenants from the slum area did not venture into the new houses provided, and of those who did move into the new houses many drifted to other areas.

MR. PARKER MORRIS, LL.B.

A new system of management is required which will ensure the fulfilment of the following principles :—

(*a*) Regular payment of rent is, of course, of primary importance, but repairs must be carried out when required.

(*b*) The managers should take charge of the old houses occupied by the tenants before their removal so as to get to know the tenants, their standards of cleanliness, and their needs.

(*c*) The new houses must be carefully allocated to secure that the tenants are placed against suitable neighbours.

(*d*) The managers must obtain regular but unobtrusive access into the house.

(*e*) The co-operation of the tenant must be secured and every incentive and encouragement must be given to the dirty, destructive, and bad tenants to rise to their new surroundings. The backward tenants must be prevented from drifting away into other areas. It is not enough to demolish the slum property. The slum dweller must be reformed.

OCTAVIA HILL SYSTEM

One system which fulfils these exacting requirements is the Octavia Hill System, under which :—

(*a*) Only trained women managers are employed and they must have had a good education, have acquired experience in social work, and must be thoroughly trained in the management of property.

(*b*) They collect the rents by personal visits to the house, obtain regular and unobtrusive access to the house, and get to know the causes for a low standard of house pride, and so are able to assist the tenant to rise above it.

(*c*) They aim at establishing a business relationship with the tenant under which the tenant is expected to carry out his duties in return for the landlord carrying out his.

(*d*) The manager devotes close attention to every detail of management.

GOOD AND BAD TENANTS

I have studied the operation of this system on many estates and I have had personal experience of it at Chesterfield and Westminster. At Chesterfield, the Corporation carried out a slum clearance scheme, and after many of the tenants had moved to a new housing estate, it was found that bad tenants had been intermixed with good tenants, that the condition of many of the houses was deteriorating, that disturbances amongst the tenants were not infrequent, and that the trees, fences, and grass margins had suffered serious damage. The Corporation decided, after one or two instructive experiments, to appoint two trained women property managers to manage the whole of the estate and other property owned by the Corporation. In spite of the serious unemployment amongst the tenants, it was found, after some two years, that :—

(*a*) Rent arrears compared favourably with other estates.

(*b*) The gardens were being well cultivated.

(*c*) A Tenants' Association, providing for the social requirements of the estate, was doing much to create a healthy corporate life on the estate.

(*d*) The estate was improving in appearance year by year.

(*e*) Only 10 per cent. of the original tenants proved incapable of rising

(*Continued on page 23*)

STAFF MANAGEMENT

Hints to Help Juniors

By a Correspondent

QUITE a number of business men have acknowledged that they have been able to adopt with advantage to themselves methods employed in municipal administration, and it is equally true that municipal officers can learn from business methods. In particular does this apply to the question of the management of staff.

The principles which underlie efficient staff management are the stimulation of interest, the interchange of ideas, and the provision of sufficient responsibility and variety of work to keep the executive alert and keen.

Most officers in charge of departments have a well-earned reputation for consideration and courtesy. Municipal employees receive ample consideration in the matter of holidays and health, but the equally important aspect of mental comfort is less well looked after.

In actual practice staff management will include very keen criticism of the work done by the members of the staff, and this is invaluable, provided that it is reasoned criticism and that the officers concerned are given an opportunity to reply to it.

The lack of criticism—through being too courteous—is against the real interests of the staff. In many municipal offices it is too frequently found that if the young officer can write fairly clearly and does not make gross errors in addition or filing or show palpable rudeness, he is left alone to get along without much guidance.

It is true that plenty of encouragement is given to him in his efforts to obtain professional qualifications, but if the efficiency of a department is to be increased in the future, the type of personality which the juniors are developing is most important.

A SOUND SCHEME

A good scheme of staff management requires a great deal of time and care, as it has at a minimum to cover all the following points:—

1. Selection of the right type of entrant. This is a very difficult matter and can only be made by a thorough examination of the applicant's abilities and personality. Junior posts are often filled in a hurry, much to the subsequent detriment of the department.

2. Training the young men. It is in this work that the value of real sympathy and interest appears most strongly. If a large variety of work can be given, a better idea of the officer's capabilities will be gained. Some system of reports to a staff board is most useful. The possibility of interchange between departments should be considered, to give the entrant an opportunity of deciding where his inclinations lie before he definitely settles down to the work of obtaining professional qualifications in any particular branch.

3. The development of *esprit de corps*. Most young officers have a very real enthusiasm for the service, and many maintain it throughout, as is evidenced by the extraordinarily good tone of the municipal service, but with suitable encouragement and some method by which real insight into the aims of the service and a realisation of the duty to serve the public could be developed, the tone would become even higher.

4. Credit for work done. A proper appreciation of the value of work done by members of the staff is most necessary. Judicious publicity, or a staff magazine showing improvements and results is well worth while, and immense attention must be given to the arrangements made for the delegation of responsibility and all the nuances of promotion and grading.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by the 20th of each month.

News of events which take place later—up to January 26—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"
3 and 4 Clement's Inn, W.C2.

5. A suggestion scheme. The possibility of weekly or monthly meetings of all members of the staff to discuss the work and possible improvements should be included, and also a suggestion scheme whereby any member is able to bring his idea directly to the notice of the head of the department is a valuable method of promoting interest.

6. The development of the social side. The value of a well-organised social life in any office is immense, and chief officers should make a point of personally supporting the efforts made and not be content merely to subscribe to the funds and approve distantly.

7. Provision of good environment. The structure and equipment of the premises play a large part in developing efficiency and a good staff spirit. It is seldom possible to reconstruct, but much may be done by the intelligent utilisation of the means already at hand.

Indeed it may be summed up that the whole success of any scheme of staff management rests almost entirely upon the amount of sympathetic and constructive interest shown by the chief officer.

This spirit exists throughout the service, for most chief officers realise that they are managing not only a department, but men and women, but they find too much detail work to allow them to do all they would like.

S. W. C.

PUBLIC HEALTH DEGREES

Revised Rules

THE General Medical Council have revised the rules governing the granting of diplomas or degrees in sanitary science, public health, or State medicine. The revisions come into force on October 1, 1931. Briefly, the rules, as revised, provide that a period of not less than two years shall elapse between the attainment by a candidate of a registrable qualification and his or her admission to the final examination for a diploma. This enables the candidate, while passing from the state of pupilage to that of responsible practice, to give mature consideration to the duties involved in the work of public health service.

There is a stipulation that the curriculum for a diploma shall extend over a period of not less than twelve calendar months subsequent to the attainment of registrable qualification. Every candidate is required to produce evidence of having attended, during not less than 280 hours, at an institution approved by the licensing body granting the diploma, for instruction in bacteriology, chemistry, physics, radiology, etc. Candidates are required to have studied the principles of public health and sanitation, epidemiology and vital statistics, sanitary law and administration, and sanitary construction and planning. Other rules are applied to practical education and examination as shall ensure, in the judgment of the Council, the possession of a distinctively high proficiency, scientific and practical, in all branches of study which concern the public health.

THE SANITARY INSTITUTE

1931 *Congress at Glasgow*

GLASGOW is to be the venue of the forty-second Congress and Exhibition of the Royal Sanitary Institute, which is to be held from July 4 to 11 next. The Congress affords opportunities for representatives of health authorities and other public bodies, and of professional and industrial organisations, to meet and discuss the many problems that arise in public health administration

At the sectional meetings papers relating to preventive medicine, architecture and engineering, maternity, hygiene, and national health will be read and discussed. Conferences for representatives of sanitary authorities, medical officers of health, engineers and surveyors, sanitary inspectors, and health visitors are to be held during the Congress.

CONDITIONS OF SERVICE. — At the December meeting of the Leeds City Council, a recommendation from the Finance and Parliamentary Committee, that a joint Sub-committee, consisting of four members of the Committee and four representatives of the Leeds Municipal Officers' Guild, to whom any special matter which may arise in connection with the conditions of service of the official staff may be referred, should be appointed, was approved.

WOMEN IN THE SERVICE

Equality of Status

WHEN Miss Octavia Hill proposed that the management of house property in the occupation of the very poor could be entrusted to women, her proposals were received in much the same way as Miss Florence Nightingale's suggestion that the Army and the hospitals should provide an efficient staff of nurses for the sick. Since then times have changed. The number of women in the Local Government Service may soon be as large a proportion as they now compose of the clerical staffs of the Civil Service. In the offices of several of the larger local government authorities, and especially in the case of the London County Council, the number of women employed increases rapidly. On all hands reports are in their favour.

Dr. A. S. M. Macgregor, Medical Officer of Health, Glasgow, in his latest annual report, refers to the admirable work which is performed in that crowded city by the health visitors and the women officers in contact with the Housing Department. Among their useful functions is the friendly instruction of tenants in the importance of cleanliness and the sensible care of children.

L.C.C.'s VIEW

Along the same lines action has been taken by several London borough councils, and still more recently by the L.C.C. itself. When the Housing Committee of that authority proposed the appointment of more women for this class of work, one argument advanced in their favour was that, because of their superior tact in the settlement of disputes, women are of greater value than the policeman—a recommendation both singular and excellent. Long ago, while their social freedom was yet severely limited, a notable English writer maintained that women were neither unfitted for government nor administration. They perceive—at least as readily as men, he contended—the relative importance of those questions which divide mankind or cause its members to associate.

We are gradually coming to perceive the truth of that statement and in the process half of the race gains rather more liberty. It would be idle to suppose, now that women enter every other field of employment and gain success in all which they undertake, that the Local Government Service could be closed against them or made difficult for them to enter. In the long run every profession gains to the extent that it is followed by those who differ in their qualities and character. Friendly and fair rivalry between men and women is among the best of means to raise an occupation and its prospects of social advancement.

E. C. F.

SALARIES FOR WOMEN CLERKS

An absence of uniformity in the scale of salaries received by women clerks in the South Shields Town Council Offices has been brought to the notice of the council by the hon. secretary of the local branch of N.A.L.G.O. An application to the council is made on behalf of the female staff for the adoption of a scale rate. During the war a scale of salaries for women was in operation, but, the branch points out, as female labour decreased, the scale ceased to exist and since then no scale has been in operation and women performing similar duties in different departments are receiving different rates of pay.

CIVIL SERVICE BARRIERS

Another aspect of the question in so far as it applies to the Civil Service was that advanced by Sir Malcolm Ramsay, who, giving evidence before the Royal Commission on Civil Service, said women were employed in the departments before the war as shorthand-typists. During the war a considerable number of women were also employed as temporary clerks in the examination of accounts, and on general post-war re-organisation the writing assistants and a proportion of the clerical officers were recruited from women. Since the admission of women candidates for the executive class, in 1929, three had been appointed to his department as assistant auditors. In practice, Sir Malcolm said, there were limitations in the appointment of women. It arose partly from prejudice and partly owing to the conditions under which they worked. Women were not admitted to the executive grades in Service Departments where men had to work. It followed that, so long as that bar occurred, he could not send a woman to audit the accounts. So, while they were admitted to the executive grades, and he was glad to see them, there were practical limitations to their appointments.

THE SURVEYORS' INSTITUTION. — A change in the title of the Surveyors' Institution to "The Chartered Surveyors' Institution" is announced.

CITY MANAGERS IN U.S. AND CANADA. —There are now more than 400 cities and towns in the United States under city managers. There are fifteen in Canada. The largest city in which the city manager plan is in operation is Cleveland, Ohio, where it has been in existence for seven years. All offices and departments are open to visitors. Cleveland has a population of 800,000.

MOTHERHOOD

A National Scheme

A MORE strenuous and concentrated effort is to be made to make motherhood, if not entirely safe, at least more safe than at present. Indeed, there is expert opinion which the Health Minister quotes, that if mothers and the local authorities take advantage of the facilities which exist, there is no reason why the maternal mortality rate should not be reduced by fifty per cent.

The mothers must be persuaded to see the need and the wisdom of antenatal work. The facilities have been here for some little time, and more energy has been put into their furtherance than is realised, but it is hard work—a stepping back to a point preceding that at which the work was begun. It takes us among the old prejudices and old fears, to a stage that is intimate and fraught with prejudice. Difficulties have to be overcome and on the nurse, the health visitor, the midwife, falls that task; one that is not of zeal alone, but of wisdom born of love, and the knowledge of pain, clothed in tenderness and understanding, with gentle words, comprehending the mother's position, thoughts, and feeling. If we are to save the mothers we must convince them of their need. Their motherhood is held about them jealously; it is part of the soul which they do not define—which none of us define—and they would hide its being and physical necessity. Instinctively, they shrink from the public eye.

We should be wise enough to enter their lives knowing that we stand on holy ground. That is the greatest knowledge; then impart the facilities, information, the fruits of experience, and the facts. The Local Government Officer is an administrator and not in qualification only. His quality is known by the fruit of his work; his power depends on the way that he gives what is in his possession. In no branch of his duties does this apply so strongly as among the parents actual and potential. Though the Ministry's plan be a scheme only let us administer it almost as a religion, full of hope and good counsel.

E. G.

GOLDEN WEDDING

Upon the occasion of their golden wedding celebrations, Mr. G. Wainwright, Town Clerk of Penrith U.D.C., and Mrs. Wainwright were presented by councillors and citizens with an illuminated album, plate, a smoker's cabinet and a purse of gold. Mr. Wainwright has been town clerk of Penrith for forty-eight years, and a keen member of N.A.L.G.O. He is a former chairman of the Cumberland C.C. Branch, and member of the General Purposes Committee of the North-Western District.

BRANCH & DISTRICT NEWS

EXECUTIVE AND BRANCH REPORTS

The Editor of LOCAL GOVERNMENT SERVICE has received a number of executive reports from branches which, owing to the pressure upon space, cannot be dealt with in the January issue. These reports will be reviewed in the issue of February.

FOOTBALL AT STOCKTON

Following a football match between the Middlesborough and Stockton branches, a hot pot supper was held at Stockton. The victory of Middlesborough by 6—2 was suitably celebrated. Alderman F. T. Nattrass, J.P., Mayor of Stockton, was present and addressed the company.

INVESTITURE

Miss E. Halliday, typewriting section in the Stationery Department, Manchester City Council, has been invested as a Serving Sister of the Order of St. John of Jerusalem.

GRIMSBY DANCE

The Mayor and Mayoress (Councillor and Mrs. I. Abrahams), Councillor W. J. Womersley, Member for the Borough, and Mrs. Womersley, Sir John Marsden, Mr. J. W. Jackson, Town Clerk, Colonel Jeffrey Cox, O.B.E., and members of the Council joined the Grimsby branch at a dance held at the Gaiety Hall in aid of the Benevolent and Orphan Fund.

ISLINGTON FUNCTION

The membership of the branch now stands at 118, a decrease for the year of two members, due to the movement of members to and from other authorities.

A most enjoyable evening was spent by the members of the staff who attended the annual dinner, arranged by the I.M.O.A., on February 7, 1930, and held in the Venetian Room at the Midland Grand Hotel.

WESTMORLAND BRANCH DINNER

The newly elected president, Mr. E. E. Rawes, occupied the chair at the annual dinner of the Westmorland Branch, held at The Fleece Inn, Kendal. The guests included Messrs. Thomas Freeman (a member of the N.E.C.), P. O'Neill, Chief Constable Kendal, E. A. Brockbank (N.U.T.), J. H. Cookson, J. Lupton (gas engineer and manager, Windermere).

During the evening congratulations were extended to the oldest member of the branch, Mr. J. Kilner, deputy County Surveyor, on attaining his seventy-third birthday.

CANTERBURY GATHERING

Local government officers from four towns gathered for the second annual dinner of the Canterbury and District Branch of the N.A.L.G.O., which was held at the County Hotel, Canterbury, recently. Mr. R. H. Wanklyn, Town Clerk of Canterbury and retiring president, was in the chair, and among the principal guests were: the Rev. S. Gordon Wilson, Mayor of Canterbury; Alderman J. H. Johnson, Mayor of Faversham; Mrs. R. H. Wanklyn; Councillor J. G. B. Stone, deputy Mayor of Canterbury; Councillor E. Stroud, chairman of the Whitstable U.D.C.; Councillor H. N. Holness, chairman of the Herne Bay U.D.C.; Mr. A. B. Baker, Clerk, Whitstable U.D.C., and president-elect of the branch; Mr. A. H. Edwards, Clerk, Herne Bay U.D.C., and Mrs. Edwards; Mr. Guy [illegible] Clerk, Faversham Town Council; Alderman G. R. Barrett; and Mr. S. P. Andrews, [illegible] to the Faversham Town Council. The [illegible] membership was strongly represented.

The chairman proposed the toast of "The Local Authorities," and the Mayor replied.

NUNEATON BALL

Customary support was forthcoming for the annual ball, held by the Nuneaton branch at St. George's Hall. The company included the Mayor and Mayoress (Dr. and Mrs. L. E. Price), Messrs. W. Deans, F. H. Horton, T. Berks, and R. Robinson acted as M.C.'s.

DARLINGTON DINNER

The annual dinner of the Darlington branch was held on December 3, and was attended, among others, by the Mayor, Councillor J. D. Hinks, and several members of the council. The festivities were presided over by Mr. F. Dallimore, the Borough Librarian, president of the branch. A musical programme was interspersed by pointed speeches.

MEXBOROUGH SOCIAL EVENT

The first annual dance of the Mexborough and District Branch was attended by over two hundred members and friends. The proceeds were for the N.A.L.G.O. Benevolent and Orphan Fund. The branch has appointed the following officials for the coming year: Mr. B. Corbridge, president; Mr. H. Thirlwall, vice-president; Mr. G. R. Hill, secretary; Mr. D. M. Greenfield, treasurer; and Mr. A. Shelton, delegate.

TO BRANCH SECRETARIES

LOCAL GOVERNMENT SERVICE is published on the first day of each month and items of news for inclusion in the current issue should reach The Editor not later than the 20th of the month.

It has, this month, been unavoidably necessary to hold over some of the branch news, owing to the lateness of its reception.

All communications should be addressed:
The Editor,
Local Government Service,
3-4 Clement's Inn,
London, W.C.2.

NOTTINGHAM'S TREASURER

At the annual dinner of the Notts C.C. branch held on December 5, the toast of "N.A.L.G.O." was proposed by Mr. R. W. Lewis, Public Assistance Officer, who expressed his pleasure at the amalgamation of the Local Government and the Poor Law Officer's Associations. Mr. K. Tweedale Meaby, Clerk of the Council, presided at the annual meeting.

Dr. C. Banks, Medical Officer of Health, presided over the annual meeting of the Nottingham branch. During the past year ninety-three new members were admitted, membership having now reached 629. Officials of the Poor Law service numbering fifty-seven had joined. It was noted that Mr. H. Barnett, of the town clerk's department, had been hon. treasurer for the twenty-four years of the branch's life, and appreciation was expressed of Mr. Barnett's valuable service.

HEYWOOD'S ANNUAL DINNER

The Heywood and District Branch of the N.A.L.G.O. held its annual dinner at the Freemasons' Arms Hotel, on Wednesday, December 3. Mr. A. E. Mahon, the president, occupied the chair, supported by Alderman Booth (the Mayor), Alderman Berry (deputy Mayor), Mr. Jas. Gee (the vice-president), and Mr. T. Freeman (of Manchester) representing the National Executive Council.

During the evening, the president extended a welcome to Dr. J. Brooks, the new M.O.H., and paid a tribute to the work of the late hon. treasurer of the branch, Mr. C. Maiden, who had relinquished the post held for ten years.

The usual toasts were proposed and opportunity taken to review the nation work of the organisation. An excellent musical programme was arranged by Mr. C. H. Diggle.

LONG SERVICE RECOGNISED

The colleagues of Mr. John Stanley, in the Manchester branch, recently commemorated that member's completion of fifty years' service with the corporation, presenting him with an oak grandmother clock. Mr. Stanley reaches the retiring age limit next year.

GWENT PRESIDENT

"Superannuation is the right thing, and something which must be generally conceded," said Mr. Charles Edwards, M.P., speaking at the annual dinner of the Gwent Branch of N.A.L.G.O. Guests at the function included the chairmen of the Bedwellty, Nantyglo and Blaina, Mynyddislwyn, Llanfrechfa Upper, Bedwas and Machen, Rhymney, Abersychan, and Llantarnam Urban District Councils. Mr. J. H. James, accountant to the Bedwellty U.D.C., was elected president.

FIRST FUNCTION AT LYTHAM

The first annual dinner of the branch was held at the Palace Cafe, St. Annes, on December 12. The president, Mr. S. Pearce, presided. Approximately eighty members and friends were present, the principal guests being His Worship the Mayor and the Mayoress (Councillor and Mrs. Wilfred Ingham), the Deputy Mayor (Councillor A. J. Price) and his daughter (Mrs. J. Blackledge), Mr. J. W. Wilkinson, deputy town clerk of Southport and chairman of the North Western District, and Mr. Haden Corser, the Divisional Organising Secretary.

NORWICH SOCIAL SUPPER

Members of the Norwich branch attended a social and supper, arranged by the Social Committee, at the Regent Theatre Salon, on December 9. The programme consisted of competitions, dancing, whist, and the presentation of the "Rudd Cup." At supper the president of the branch, Mr. F. M. Long (city electrical engineer), presided; supported by Mr. J. E. Phillippo (vice-president), and Mrs. Phillippo, Mr. N. B. Rudd (town clerk) and Mrs. Rudd, Mr. O. H. S. Sleightholme (city accountant) and Mrs. Sleightholme, Mr. R. F. Betts (secretary for education) and Mrs. Betts, and Mr. G. H. Banwell (deputy town clerk). There were also present representatives of the Norfolk County Branch.

Mr. G. F. Darlow (assistant solicitor) announced the results of the Inter-Departmental Sports Competition, the City Accountant's Department being the winner, very closely followed on points by the Medical Officer of Health's Department.

SETTING A STANDARD

Mr. G. Parker Morris, Town Clerk of Westminster, speaking at the eighteenth annual dinner of the Nottingham City Branch recently, said the association was faced with two formidable tasks. In the first place they had to secure superannuation rights for all local government officers in the country and, secondly, the presentation of suitable evidence to the Departmental Committee on qualifications, recruitment, training and promotion, which had been set up by the Minister of Health. They were hoping to produce something of a constructive character. It was evident there must be a purely educational standard for entrants to the service and he thought that having got suitable people into the service, there must be an opportunity for everybody who entered it and who had ability and energy—whether he came from an elementary school or a university—to rise to the highest chair in the town hall.

The function, which was held in the Banqueting Hall of the Council House, was presided over by Mr. W. J. Board, town clerk, supported by the Lord Mayor, Sheriff, Deputy Lord Mayor and representatives of the City Council.

BRANCH & DISTRICT NEWS

BRANCH ANNUAL MEETINGS

ASHTON

The general meeting of the Ashton branch of N.A.L.G.O. took place at the George and Dragon Hotel, Ashton. The meeting was preceded by the annual dinner at which there were present the Mayor and Mayoress of Ashton, Councillor and Mrs. H. Sheard, the Mayor of Moseley, Councillor J. A. Bottomley, and other prominent guests. Mr. F. B. Hunt, a member of the National Executive Council, addressed the meeting on municipal service.

BOLTON

The following officers were appointed at the annual meeting of the Bolton and District Branch of the N.A.L.G.O., held on Friday, December 5: Mr. E. J. Higson, president; Mr. Alban Baldwin, vice-president; Mr. H. Charlton, hon. secretary; Mr. E. Jones, hon. treasurer; Messrs. H. J. Hamer and F. Warburton, hon. auditors. Substantial increases were reported in the membership of all sections of the branch. Mr. J. W. Singleton of the National Executive addressed the meeting and sports trophies and prizes won during the year were presented.

BOURNEMOUTH

A satisfactory balance sheet and a report showing an increase of eighty-six in the membership was submitted to the annual meeting of the Bournemouth branch of the N.A.L.G.O. Mr. A. S. Hillyard was elected president. Fitting reference was made to the loss sustained by the branch by the death of an ex-president, Mr. C. Stacey Hall, and of Mr. F. C. Keene, a member. It was stated the grading system adopted by the Town Council was not the scheme originally submitted by the executive committee to the Council. They were working for a joint committee to deal with anomalies and service conditions generally.

BUCKS COUNTY

At the annual general meeting of the Bucks County Branch of the National Association of Local Government Officers, the chairman alluded to the death of Mr. F. L. Dagnall, and requested the members to stand for a moment in silence as a tribute to the memory of a former colleague.

Mr. D. L. Griffiths (Southern District representative), congratulated the Bucks County and District Branch upon the admirable work which had been done during the past twelve months. In an interesting address upon various activities of the N.A.L.G.O., the speaker referred to the question of superannuation. He knew that some members of the Bucks Branch had participated in the benefits of superannuation for seven or eight years, but members of the Borough Council and Rural District Council staffs had not such facilities. Was there any reason why that should be? There was one solution to the problem, and that was, compulsory superannuation throughout the country.—(Applause.) He could give them hope that within the very near future compulsory superannuation would be placed upon the statute book.

Mr. F. Thomas, in an interesting address, alluded in appreciative terms to the happy relations existing between the Bucks County Branch and the District Committee, and expounded at some length the Association's educational policy.

Colonel G. R. Crouch was re-elected president of the branch. Mr. R. Ramsden was appointed hon. treasurer; and the members paid a tribute to Mr. H. H. Yea in re-electing him to the office of hon. secretary.

CARMARTHEN

At the annual meeting of the Carmarthen branch, a resolution was adopted requesting the Borough Council to adopt the Superannuation Act. The District Organising Secretary spoke on the general activities of the association and expressed appreciation of the support given by the branch to the Benevolent and Orphans Fund and the Provident Society. Mr. W. C. Thomas was re-elected hon. secretary.

COLWYN BAY

A 96 per cent. of possible membership was reported at the annual meeting of the Colwyn Bay Branch of N.A.L.G.O., held on December 1. The meeting was addressed by Mr. J. E. Gee, of the National Executive Council, who said much of interest to the members, and at the annual dinner which followed, Councillor Adamson, J.P., the chairman, and Mrs. Adamson, together with Mr. Gee, were the guests of the branch. Presentations were made to two members.

DERBY

Among the new officers elected at the annual meeting of the Derby branch, held on December 12, were Mr. P. W. Bancroft, general manager, Derby Corporation Tramways, president in succession to Mr. G. H. Lake, who has been appointed to Nottingham; Mr. W. Rutherford, Town Clerk's Department, president-elect; Mr. W. M. Morley, Education Department, appointed secretary in place of Mr. E. Orton; and Mr. W. Weatherburn, treasurer, in succession to Mr. T. Cooper.

DUDLEY

The resignation of the hon. secretary, Mr. L. A. Cave was placed before the annual meeting of the Dudley branch. Mr. Cave was warmly thanked for his services and Mr. H. H. Martin accepted the office.

TO LITERARY ASPIRANTS

While "Local Government Service" is not run as a School for Journalism, or a Literary College, the Editor will be pleased to consider short contributions, particularly if they are of a light character and of topical interest. Also amusing incidents which could be fittingly introduced in the Newsings Column. Sketches will be welcomed.

All contributions will be carefully considered and if found inadequate, will be returned with a note of explanation to the writers.

EAST SUFFOLK

Mr. L. Hill, the general secretary of the association, was present at the annual meeting of the East Suffolk Branch, held at the County Hall, Ipswich. In the course of an address, dealing with various phases of the work of the association, Mr. Hill mentioned that twenty-two years ago when the association was formed, there were 5,000 members. The membership to-day was over 60,000. There were 464 branches, and the accumulated funds totalled £250,000. An interesting feature of the address was the reference to the evidence which the association was to give before the Departmental Committee, recently appointed by the Government, on the qualifications, recruitment, training, and promotion of local government officers.

The annual report of the Branch Executive Committee showed that the membership of the branch had increased during the year from 145 to 173. A recommendation was adopted that an hon. assistant secretary for the branch should be appointed with a seat on the Executive Committee, and Mr. W. R. Reid was unanimously elected to this office. Other officers re-elected were: Dr. H. M. Cade, president; Mr. A. Butters, hon. secretary; Mr. A. Knight, hon. treasurer; and Mr. S. W. Davey (hon. auditor). Mr. H. Burkitt was elected as the branch representative on the Eastern District Committee and Mr. A. H. Aubertin was appointed as the branch delegate to attend the next annual conference at Edinburgh. The Executive Committee for the year (in addition to officers) will be as follows: Miss Chalmers, Miss Tydeman, Messrs. E. Roper, H. Burkitt, Montague Humphrey, G. Ranson, J. Bolton, and A. Moorwood.

FINCHLEY

The following officers were appointed at the annual meeting of the Finchley branch of N.A.L.G.O., held on Thursday, December 4: Mr. H. Wood Barter, president; Messrs. P. T. Harrison and J. Calvert, vice-presidents; Mr. S. V. French, hon. general secretary and treasurer; Mr. W. A. Stokes, hon. social and sports secretary. The annual dinner was held at the Florence Restaurant, Rupert Street, W., the following evening, Mr. Barter being in the chair, the company afterwards visiting the London Hippodrome.

Mr. W. A. Stokes was responsible for the arrangements of the evening.

GAINSBOROUGH

Congratulations were accorded, at the annual meeting of the Gainsborough branch, to Mr. E. R. Morgan, the branch hon. secretary, upon his appointment as Clerk to the Council. The following officers were elected: Mr. S. W. Parker, president; Mr. W. Kirk, vice-president; Mr. E. R. Morgan, chairman; Messrs. E. Daubney, and Mr. S. R. Green, hon. secretary and hon. treasurer.

JARROW

The Jarrow branch has appointed the following officers for service during the coming year: Dr. P. A. Dormer, president; Dr. P. Walker, vice-president; Mr. W. Lamb, hon. secretary; and Miss D. Scott, hon. treasurer. A National Savings Association was formed in connection with the branch.

LEIGH

The Leigh (Lancs.) branch held its annual meeting at the Eagle and Child Hotel. The following were elected officers for the year: Dr. J. Clay Beckitt, president; Mr. John Sargent, hon. treasurer; Mr. D. Stanley Prescott, hon. secretary; and Mr. W. Lingard, sports and social secretary.

Mr. H. Nurse, formerly chairman of the Sports and Social Committee, who was leaving Leigh to take up an appointment as surveyor to the Irlam District Council, was presented with a token of the branch's good wishes. Votes of thanks were accorded Mr. R. Brooks, hon. secretary; and Mr. Lingard, hon. secretary of the Social Committee.

BRANCH DINNER

The annual dinner of the Leyton branch, held at the Holborn Restaurant under the chairmanship of Mr. A. P. Howell, Borough Engineer, attracted a larger attendance than usual. Among the guests were the Mayor and several members of the Council, Mr. W. P. Fox, chief organising secretary of N.A.L.G.O., and a number of ladies. An excellent musical programme was provided.

LONDON COUNTY COUNCIL

The first general meeting of the London (County Council) branch was held at the Memorial Hall, Farringdon Street, E.C., Mr. R. G. Hembrow presiding. Among those present were Mr. H. Slater, the divisional organiser and the branch officers. The executive report which dealt in the main with questions of branch administration was adopted. On the question of salary scales, the committee reported that they had approached the L.C.C. to protest against the discrimination made to the detriment of transferred officers. The branch had also been in consultation with representatives of the council in regard to the salaries and conditions of service of several grades of officers, the negotiations having been in the hands of the chief organising secretary.

The Chief Organising Secretary remarked that since the transfer of the duties of the Guardians to other authorities many problems and difficulties had arisen, but in London they were faced with peculiar difficulty. It was gratifying, therefore, to find that in this city, as elsewhere, transferred officers were gravitating to the Association.

BRANCH & DISTRICT NEWS

NORTHAMPTON

Appreciation of the action of the Northampton Borough Council, in adopting the Superannuation Act, was expressed at the annual meeting of the local branch held recently. Mr. H. A. Millington, clerk to the County Council, accepted office as president for the ensuing year.

SMETHWICK

The Smethwick branch, at its annual meeting recently, elected the following officers: Mr. S. Childs (Director of Education), president; Mr. J. H. Wright (Chief Sanitary Inspector), vice-president; Mr. H. N. Schrader, hon. secretary; and Mr. H. W. Preece, hon. treasurer. The majority of the Public Assistant Officers were present and were enrolled in membership.

SOMERSET

Satisfaction was expressed at the annual meeting of the Somerset branch, held at Weston-super-Mare on December 6, that no fewer than 117 members of the late N.P.L.O.A. had identified themselves with the county branch of N.A.L.G.O. This influx of additional members had carried the membership from 243 to 403. The efforts of Mr. A. R. Cass, the Poor Law organisation's secretary, were acknowledged. Motions dealing with the suggested formation of sub-branches in the county and a lower scale of subscriptions for junior and part-time officers were carried. Mr. S. M. Harding was re-elected president; Mr. E. J. Pratt, hon. secretary; Mr. A. J. Jarman, hon. treasurer. Later in the evening a dance and whist drive was held, over 180 members and friends attending.

SOUTHPORT

The Southport Town Council has conferred upon Mr. Jarratt, the retiring town clerk the Freedom of the Borough. Mr. Jarratt has occupied the position of Town Clerk of Southport for thirty years, and warm tributes were paid to him by the members of the Town Council upon this occasion.

Mr. Jarratt was the first president of the Southport Branch of N.A.L.G.O., and it was largely due to his initiative and help that the branch was formed. He held the office of president since the inception of the branch with the exception of a short interval.

METROPOLITAN AND EASTERN AREA

BRANCH INTELLIGENCE

With the annual round of general meetings, Mr. H. Slater, the D.O.S., has taken the opportunity of visiting the branches and an interesting series of addresses on the work of the Association has been forthcoming. Among such meetings addressed by Mr. Slater are those at Wealdstone, Holborn, Richmond, Twickenham, Bedford, and Southend. The president of the association, Mr. A. P. Johnson, was the guest of the Port of London Authority branch at its meeting at Winchester House, E.C., and his stimulating address was enjoyed.

At the meeting of the St. Pancras branch, held at the Town Hall, on December 1, and presided over by Mr. W. G. Auger of the National Executive Council, presentations were made to Mr. F. V. Greed, late town clerk, and to Mr. A. G. Edwards, late rate collector. The Town Clerk performed the duty, paying a deserved tribute to the services rendered to the Council and the Association, by the retired officers.

Mr. L. Hill, the general secretary, travelled down to West Suffolk to speak at the branch meeting held there on December 6. At the conclusion of the formal business, light refreshments were provided.

MERTHYR TYDFIL

At the annual meeting of the Merthyr Tydfil Municipal Officer's Association, Mr. Cyril E. Morgan, of the Rates Department, was presented with a barometer on relinquishing the position of chairman after seven years. The presentation ceremony was presided over by the newly appointed chairman—Mr. Lewis Mills, of the Health Department.

MONMOUTH

An extraordinary increase in the membership of the Monmouth Branch has led to the decision to form four sub-branches at Newport, Tredegar, Pontypool, and Chepstow. The new arrangements and necessary alterations to rules were agreed to at the annual meeting held recently.

SCARBOROUGH

The annual meeting of the Scarborough branch was held in the Council Chamber on December 8. There was a record attendance of members, over which the president, Mr. Sydney [illegible] (town clerk), presided. The chief speakers in the evening were Mr. F. Marsden (vice-[illegible] of the N.E.C.) and Mr. J. B. Swinden, the [illegible] O.

Mr. Marsden's speech was an example of how to attract and hold an audience. His humorous sallies were much enjoyed. He asked for criticism of N.A.L.G.O. at all times, providing it was constructive. He dealt with superannuation, past, present and future; the B. and O. Fund; and defence of the local government officer.

Mr. Swinden dealt with organisation. He stated that he questioned if there was an association in the country with so high a percentage of its eligible members as N.A.L.G.O. now claimed. He referred to the Compulsory Bill about to be introduced into Parliament, and made a Government measure, which would bring into operation, if carried into effect, a large number of amendments of the 1922 Act.

WEST SUFFOLK

The annual meeting of the West Suffolk and District branch was held on Saturday, December 6. The treasurer's statement of accounts showed a balance in hand of £16 7s. 11d., and the hon. secretary's annual report revealed a membership of the branch at the close of the year of 123, including twenty-one members transferred from the National Poor Law Officers' Association. Major S. J. Ennion (clerk to Newmarket U.D.C.) was re-elected president, and Messrs. E. E. Trudgett and W. Spencer, hon. treasurer and hon. secretary respectively.

Mr. L. Hill, general secretary of the association, addressing the members, emphasised the need for co-operation and unity among local government officials in order that the general conditions and efficiency of the service might be improved. Mr. Hill pointed out that N.A.L.G.O., with a membership of over 60,000, was recognised by the Government, so much so that its advice and help was often sought on matters affecting the service. A Departmental Committee had recently been set up to inquire into the recruitment, education and training of Local Government officers.

(*Other Branch News on pages 14 and 15*)

INDUSTRY AND LOCAL GOVERNMENT

THE annual dinner and dance of the Stoke-on-Trent Branch of the National Association of Local Government Officers, held at Stoke Town Hall, was in every way a highly successful function. The chairman of the branch (Dr. A. Wotherspoon) presided, and there were present, the Lord Mayor and Lady Mayoress (Mr. and Mrs. H. J. Colclough), Mr. L. Hill (general secretary of "Nalgo"), and many others.

"THOSE WE SERVE"

The chairman proposed the health of "Those We Serve." He paid a tribute to the Lord Mayor, and said that the whole of the council had always been most considerate to the officials.

Responding, the Lord Mayor said he would repeat what he had been saying for years—that he believed the Stoke-on-Trent officials were second to none in the whole country. He would point out that there had been a good deal done for the city since Federation, and he believed it would have been impossible to achieve anything more during the city's short history without laying the corporation open to a charge of extravagance. (Hear, hear.)

Mr. W. H. Mansfield proposed the toast of "Nalgo," and Mr. Hill, responding, [illegible] upon the work which people at the present time [illegible]. He paid a tribute to the Stoke-on-Trent branch and to the hard and earnest work of its honorary officials.

Speaking of the great change which has occurred in local government work, Mr. Hill said that at one time the scope of the work was almost entirely at the discretion of the councils. Now, quite 95 per cent. of it was forced upon them by compulsory legislation. Mr. Hill pleaded for a more sympathetic understanding of the relation of public administration to industry, or, as he aptly phrased it, "the happier relationship between the town and the Town Hall."

"If I were a town clerk," he asserted, "I would bring the big industrialists of the town into my office, and point out that contribution the local authority makes to the prosperity of the town. You cannot have flourishing industry without good local services. They would be satisfied, as business men, that they were getting their money's worth."

WALSALL MAYOR'S APPRECIATION

Alderman E. H. Ingram, Mayor of Walsall, has sent a contribution of five guineas to the Walsall Branch of N.A.L.G.O., to be allocated to the Benevolent and Orphan Fund. The Mayor wrote: "I take this opportunity of expressing my sincere thanks to all the Corporation officials for their kindness and practical help to me during my two years' Mayoralty. I realise that I am much indebted to them for the loyalty and self sacrifice they have made to help me in the many social, charitable and philanthropic works which, in these days, have to be promoted or sponsored by the Mayor."

UNEMPLOYMENT INSURANCE

ROYAL COMMISSION APPOINTED

The composition of the Royal Commission on Unemployment Insurance has been announced by the Prime Minister as follows: His Honour Judge Holman Gregory, K.C. (chairman), Councillor W. Asbury, Mr. Henry Clay, Dr. H. J. W. Hetherington, Mr. E. C. P. Lascelles, O.B.E., Mrs. C. D. Rackham, and Mr. H. M. Trouncer, F.I.A. Councillor Asbury has been a member of the Sheffield City Council since 1924, chairman of the Public Health Committee since 1926, and chairman of the Public Assistance Committee since April 1, 1930. Mrs. C. D. Rackham is a member of the Cambridgeshire County Council and was a temporary inspector of factories, Home Office, 1915-19.

CIVIL SERVICE COMMISSION

Meetings of the Royal Commission on the Civil Service for the hearing of evidence were held in the House of Lords, Committee Room No. 4, on December 15, 16, 17, 18, and 19, at 10.30 a.m. The Comptroller and Auditor-General, the Permanent Secretary to the Lord Chancellor, the Permanent Secretary to the Board of Trade, the Public Trustee, the Permanent Secretary to the Treasury, representatives of the staff side of the National Whitley Council for the Administrative and Legal Departments of the Civil Service, and representatives of the Association of Officers of the Ministry of Labour were among those who gave evidence.

SCOTTISH NEWS

Secretary for Scotland and the Service

Superannuation Complexities

(By the District D.O.S.)

THERE has been a great deal of N.A.L.G.O. activity in Scotland during the past month. The individual cases concerning the rights of transferred officers and the calculation of their compensation present their difficulties. Each case is very much an individual case, and the complications which arise are a constant source of astonishment. Take one solitary instance, the case of a clerk to a School Management Committee in the north. The County Council decided to reduce the number of School Management Committees, and Mr. A., though given a larger area, had his salary reduced by £30. The first point which arose was whether the change was "in consequence of the Act." The writer discussed this with the county clerk, and it was agreed that we should make a test case of it. In conversation with Mr. A., however, prior to his branch annual meeting, it appeared that Mr. A. had had his compensation assessed in 1919 for loss of office as clerk to a School Board. The writer, therefore, called on the county clerk again and pointed out that Mr. A., who had suffered since 1919 two reductions in salary, ought to have received part of his compensation when these reductions were made. After some discussion of the subject, the county clerk agreed that this was so and that the writer should send in a letter making a demand for payment of the sums due as part compensation for the past seven years.

SCHOOL MANAGEMENT

It seems worth while mentioning this case, because in Fife, it would appear, the County Council is doing away with a good many School Management Committees, and some of the officials may find themselves placed in somewhat similar circumstances. The case cited is, as already indicated, only one out of many exceptional cases in each of which the history and details have to be carefully considered.

Most of our branch annual meetings have taken place, and they have all been interesting in their own way. At this year's annual meeting of the Dumbartonshire branch it was decided to send four representatives to the annual conference, and one of the four was our old friend, Mr. John A. Fraser. This item of news will be of interest, especially to our English colleagues, who enjoy the rich roll of his r's and his pawky repartee.

The Edinburgh annual meeting was notable for the visit of Mr. S. Lord, who gave a very interesting and stimulating address. The Glasgow meeting was very well attended. It was held, as last year, immediately after office hours in a Glasgow restaurant, where tea was served before the meeting. Towards the end of the meeting a lively interest was shown in the business, and it became apparent that the recommendations of the executive were not all to be taken lying down. One of their recommendations, indeed, regarding an alteration of rules, failed to carry the meeting, and it was decided that a special meeting of the branch be convened to deal with the subject.

The Lanarkshire meeting was also well attended. It was the only meeting at which any decrease in membership was reported, but it was explained that if the arrears of subscription were paid before the end of the month, the branch, like all the others, would show a slight increase.

Another most interesting branch meeting was that of Fifeshire. It was held in Kirkcaldy on December 13. The Secretary for Scotland had intended to be present, but in his place came an excellent substitute in the person of Mr. Joseph Westwood, M.P., his Parliamentary Secretary.

SERVICE AND PAY

Mr. Westwood's speech was eminently appropriate to the occasion. There were, he said, few matters which affected the lives of citizens more closely than that of Local Government. Four hundred and seventy million pounds, or one-ninth of the total national expenditure, was spent on Local Government. In Fifeshire alone, they spent two million pounds. The need for good and efficient service was, therefore, very great. For the purpose of carrying out the great undertakings they had now on hand, it was more necessary than ever to get nothing but the cream of the administrators of the country. If they were to get such service, councils must recognise that they must give adequate pay and other service conditions, such as superannuation, which would attract men to the Service. He understood that the branch was anxious for the Government's views on the question of qualifications, recruitment, training and promotion in the local government service. In England a departmental committee had been set up on this question by the Ministry of Health. There was no Scottish representative on the Committee, and the Secretary for Scotland had empowered him to say that if there was a strong demand that a similar committee should be set up for Scotland, it would receive the sympathetic consideration of his department. Personally, he was in favour of that being done.

The second question had reference to a measure of compulsory superannuation. On this question there could be no doubt as to the Secretary for Scotland's attitude, for he had taken an active part in setting up the scheme adopted by Fife Education Authority. That scheme had now been taken over by the County Council, and applied only to a section of their employees. It was quite easy for the County Council to extend the scheme to include all their employees and, of course, it was obviously only just and right that they should do so.

Another interesting speech at the meeting was that made by Mr. George S. Fraser, Honorary Solicitor for Scotland.

INTERNATIONAL CONGRESS, 1932

Preliminary Announcements

THE fifth International Congress of Local Authorities is to be held in England in 1932. The two subjects to be dealt with at the Congress will be "The Actual Working of Local Authorities" and "The Training and Recruitment of Local Government Officers."

The Congress will open at the Central Hall, Westminster, on May 23, and there will be two full days' discussion in the course of that week.

During the remainder of the week visits will be paid to places of interest in London, and opportunities will be given for groups of delegates to visit housing schemes, traffic systems, and municipal undertakings of all kinds in London and the neighbourhood, day excursions being made to Brighton, Cambridge, Oxford and Windsor, and to Letchworth and Welwyn Garden Cities.

For the following week arrangements will be made for tours by groups of delegates to Leamington, Warwickshire, or Birmingham; Bath, Bristol, Cardiff, or Glamorgan; Winchester, Hampshire, Southampton, or Portsmouth; Chester, Cheshire, or Liverpool; Manchester, Salford, Blackpool, or Lancashire; Sheffield, Leeds, York, or East Riding; and Durham, Newcastle, or Northumberland.

The hon. general secretary to the Congress is Mr. G. Montagu Harris, O.B.E., Ministry of Health, Whitehall, London, S.W.1.

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LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288 2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

JANUARY 1931

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NOTES OF THE MONTH

THE BLACKPOOL CASE

WE congratulate our Blackpool members upon the result of the police court proceedings which dismissed the case brought on December 2 last, under the Public Corrupt Practice Act, against ex-Councillor Hargreaves Bateson.

We sincerely hope that this is the last stage in the long drawn-out case which has caused very much anxiety amongst the officials of the Blackpool Corporation. It is now over two years since the General Purposes Special Sub-Committee of the Blackpool Corporation heard certain statements which led up to a Public Inquiry being held in the latter part of 1929 during which a considerable number of officials in one particular department were interviewed.

The report of this inquiry was given the widest possible publicity, and everyone felt that that was the end of a most unsatisfactory piece of work, but in July last a deputation of councillors visited the Attorney General and Director of Public Prosecutions and this was followed by a Scotland Yard detective investigating the matter on the spot, with the result mentioned above.

There was never any doubt in the minds of those who knew the calibre of the Blackpool officials that they were above suspicion, but a campaign such as that which has been going on in Blackpool for such a long time must have been very painful to them.

We do not suggest that all local government officers are free from wrong actions at times, but when the innocent suffer, it calls for our sympathy. On the other hand, when an officer does misuse the trust placed in him, the action must receive our strongest condemnation, because it lets down his colleagues, and stains the good name of the Service.

The integrity of local government officers in this country is of a very high standard on the whole, and because we are proud of that standard we feel all the more bitter when someone does wrong. It is our duty to defend the good name of the Service in every possible way, to remove all possible loopholes for misdemeanour and to tighten up administrative systems. We must not forget that each one of us has our colleague's reputation as well as our own, in our keeping.

PARLIAMENTARY SESSION

The list of Corporation Bills down for consideration during the 1930-31 Parliamentary Session is again heavy. The Association has already taken the first step to protect the interest of all its members, who may be affected by these Bills, and it will continue diligently to watch their interests.

The Brighton and Hove District Transport Bill embodies a new departure. This measure proposes to incorporate a board to be called the Brighton, Hove and District Transport Board, consisting of five members, two of whom are to be appointed by the Brighton Corporation, one by the Hove Corporation, and two by Messrs. Thos. Tilling, Limited, a private transport company running omnibuses in the Brighton district. This Board will take over the Brighton Corporation Tramways and the buses of Messrs. Thos. Tilling, Limited, which operate in the area scheduled in the Bill. The Hove Corporation having neither buses nor tramways, will put £100,000 into the pool. This may be a forerunner of the establishment of Transport Boards in different parts of the country and the proposals being most unusual will be watched with the utmost care throughout the whole of the passage of the Bill.

Another Bill of outstanding importance is the Local Government (Clerks) Bill, which has been introduced in the House of Lords by Lord Strachie. This measure has been dealt with at length on another page.

We hope that the members of the Association serving County Councils and County Boroughs will take very serious interest in the measure. The principal object of the Bill is to divorce from the clerk to the County Council his life tenure of office as clerk of the Peace and clerk to the County Council, and naturally a price has to be paid for such an important change.

Compensation is given in two ways. In future, the appointment and dismissal of the clerk to the County Council will be subject to the consent of the Minister of Health, and superannuation is provided on a basis better than that which is contained in the 1922 Act, by giving 60ths for the whole of the back service. Both proposals are steps in the right direction, and our only complaint is that the improvements stop with the clerk to the County Council.

CONFERENCE RESOLUTIONS

We sincerely hope that the members of the Association who attended the last annual conference and expressed their disapproval of the format of the Official Journal, will be pleased with the change presented by this issue.

The Special Committee entrusted to carry out the resolution of the conference, under the chairmanship of Mr. J. W. Singleton (Librarian of Accrington), has worked tremendously hard to put into practice their interpretation of the conference decision. It was not an easy task, but there was a determination behind their efforts, coupled with a very generous and united desire to do the right thing, which will, we hope, be fully rewarded by a more widespread interest in the future issues of the LOCAL GOVERNMENT SERVICE.

Another resolution passed at the last annual conference, was the instruction to the National Executive Council to consider the establishment of a holiday camp, and we hope that by the time this issue reaches the hands of our members, negotiations for the purchase of a magnificent camp will have been completed. Those of our members who were fortunate enough to spend their summer holidays last year at Croyde Bay Holiday Camp, North Devon, will be delighted to learn of the prospect that next year the Croyde Bay Camp will be N.A.L.G.O.'s own. It is a camp of the latest design and situated in one of the most delightful spots on the coast. If the negotiations for the purchase of this camp mature, the action will be a tribute to the business-like methods of the National Executive Council, not only in grasping the opportunity, but by intelligently anticipating a demand for such holiday arrangements amongst the younger members of the Service. We believe this proposed new venture of N.A.L.G.O. will be one of the finest contributions the Association has ever made to the happiness and economic welfare of its members.

THE PRESIDENT'S REVIEW

Rise of N.A.L.G.O. and the Future

By A. P. JOHNSON, M.A. (Town Clerk, Hampstead)

PERHAPS I have taken my full share during my long service as an office bearer for N.A.L.G.O. in the struggle for adequate superannuation provisions for all local government officers, and it is not inappropriate that I should eventually be "hoist with my own petard."

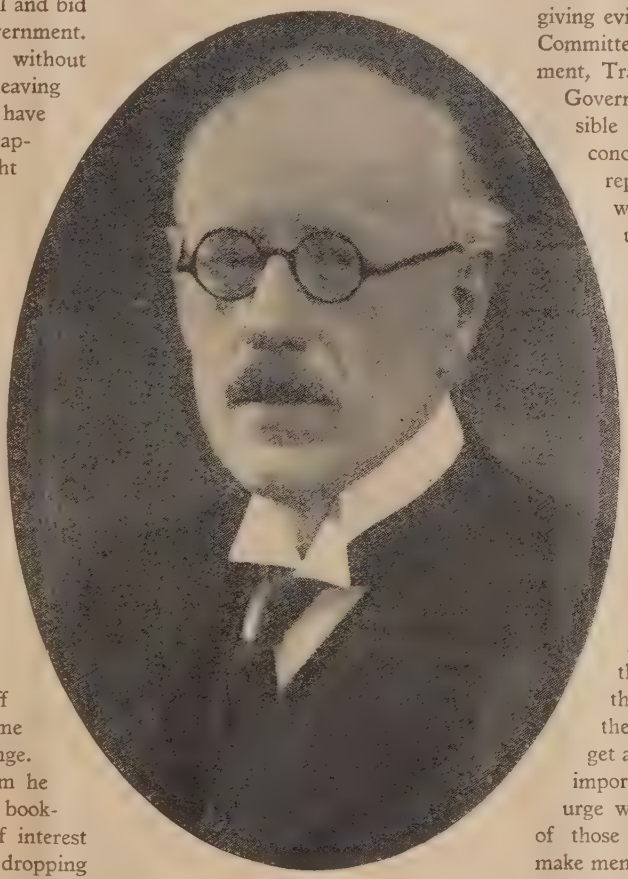
This month I retire from the service of the Hampstead Borough Council and bid farewell as an officer in local government. This step cannot be taken without emotion, especially as I am leaving a council and colleagues who have contributed everything to my happiness during the thirty-eight years I have served Hampstead.

CHANGES ACCEPTED

It is not an easy matter to project oneself, as Charles Lamb so delightfully puts it in his "Superannuated Man," from being poor in Time to one suddenly lifted up into a vast revenue, and who wanted some steward or some judicious bailiff to manage his Estates in Time. Lamb had longed during most of the years he had been tied down to a desk at India House in Mincing Lane, London, for the freedom which superannuation eventually gave him, but he was pensioned off rather suddenly, and it took some time to get used to the change. With the first flush of freedom he wandered about browsing into book-shop windows, visiting places of interest in London, and then tried dropping into his old office—but there he found another hat and coat on the peg he had used for so many years in the Counting House, and it did not seem quite right, so he did not go near the place again. I suppose something of the kind must happen to all of us who have spent the greater part of our conscious periods in a particular profession or occupation. On the other hand, we must make way for the younger officers; the highest posts in the service are their heritage.

I have been in local government long enough to have seen vast changes and to accept changes philosophically. My first appointment was at Nottingham in 1891.

The younger men in the service can hardly realise that the local government machine as we know it to-day has almost wholly been constructed during my own life-time. From the passing of the Public Health Act of 1875 to the Local Government Act of 1929 is a comparatively short period in the history of this country, but within those two dates the major portion



Mr. A. P. JOHNSON, M.A.

of the statutes which govern our everyday lives as local government officers can be placed. But the changes which impress themselves on my mind more forcibly are those which concern the conditions of service under which local government officers now work, and I am proud to have contributed a share in moulding those conditions through N.A.L.G.O.

This is not my farewell message to N.A.L.G.O. I shall continue as president until Whitsuntide, 1931, when I must say "good-bye," and it will probably be a bigger wrench than the one I have to make this month in vacating the office of town clerk of Hampstead.

My retrospect serves only to show that we must be prepared for greater changes in the future, and I urge all the young men and women in the service to be prepared.

LOCAL SERVICE: PUBLIC WELFARE

We shall shortly, as an association, be giving evidence before the Departmental Committee on the Qualifications, Recruitment, Training and Promotion of Local Government Officers, and it is possible that when that Committee has concluded its investigations and reported, official steps will be taken which will have a profound effect upon everything which concerns our everyday official life. Provided no existing officer suffers, we must welcome every suggestion which will make a contribution to the better administration of local government. There is no doubt whatever considering how closely our work concerns the welfare of every man, woman and child in this country, that the status of the local government officer is not yet high enough. A local authority always gets the service for which it pays, or the service it deserves, therefore the Departmental Committee must get a true perspective of the national importance of local government, and urge with all its power the removal of those irksome anomalies which still make men of character and integrity ask whether the local government service is worth while. I believe it is, or, at least, it can be made so without impinging upon the autonomy of local authorities.

N.A.L.G.O. has shown within its comparatively short life-time what can be done in improving the service conditions of all local government officers, as well as in furthering the education and training of its members, in spite of the apathy of many influential local government officers,

I am, however, fully conscious that the greatest reward which I and my colleagues in N.A.L.G.O. have is the knowledge that we can leave the service better than we found it.

ANTICIPATIONS OF LOCAL GOVERNMENT

Province of the Expert and his relations to the Executive

THE average local government officer immersed every working day of his life in the mass of heterogeneous detail which is the foundation of our municipal system, seldom has the time to speculate, to take a bird's eye view, so to speak, of the machine of which he is part. Yet it is interesting and stimulating to consider the trend of modern thought on this matter and to seek to visualise the possibilities which lie ahead.

The question is so large, the unknown factors so many and the potentialities so varied that it is possible to refer to one or two aspects only of this intriguing subject.

As every local government officer knows so well from the voluminous statutes which regulate the present-day machinery of local government, the system as we find it was brought into being largely by the principle of trial and experiment, although one or two outstanding developments, such as the Local Government Act of 1888 and the Act of the same name of 1929, stand out as peaks in the chain of progress. The trend has followed the altering conditions of the country's commercial, political, and social life, and it will probably be these considerations which in the main will decide the line of future advance.

The last few years have seen important new principles emerge, principles which have been clearly enunciated in recent legislation.

AMALGAMATIONS AND FUSION

First is uniformity in administration. No longer must the ratepayers of parish A receive treatment different to that of parish B, unless there is some important reason for such lack of uniformity. To achieve this ideal a curious position has arisen. The central government has declared its intention of delegating many of its duties and much of its administrative power to local authorities. On the other hand, inferior authorities—parish and rural councils—at the other end of the scale, are being shorn of their powers and duties. Thus, the balance of responsibility is shifted into the hands of the larger units, midway between Whitehall and the Parish Council. This process, probably aided and expedited by amalgamations and fusions, will no doubt continue over an extended period, and in its train will come equality of treatment for ratepayer and employee alike. With this development a widening in scope and outlook should accrue, which, coupled with larger financial resources at the authorities' disposal, will ensure the continuity of progress at a rate that would have seemed impossible fifty years ago.

Let us consider the trading services. Their management will always be to a large extent a political question but it is clear that, given the necessary Parliamentary powers, there is hardly a branch of trade which municipal government cannot operate successfully: Gas, water, electricity, tramways, omnibuses, and housing we know of; but what of the possibilities in the municipal control of aerodromes, aeroplanes, telephones, printing, advertising, and farming? Many authorities already have their own concert and dance halls; and many organise the entertainments provided in those halls; some have their own orchestras—it is only a short step to municipal theatres and kinemas.

ELASTICITY AND ADJUSTMENT

The county councils are in one sense great trading corporations with ramifications extending into every branch of commerce. Particularly is this so since they have taken over the Poor Law authorities' hospitals and institutions with their large and intricate buying organisations, purchasing every commodity from medical supplies to snuff and wielding an important influence on the country's markets as a whole.

Meanwhile we may consider our own position as servants of this machine. It is apparent that the success of the system will depend more and more on the nature of the service which it receives from those by whom it is operated. What lies before the officer himself? Is he to lose his individuality, or will he come to fill a more important place in the life and welfare of the country?

It may be that, while the appointment of city managers will never become in this country an accomplished fact, except, perhaps, in the very largest districts, yet the advent of the pure administrator will not be unexpected. This officer, who will not be a specialist in any particular branch, but who may come to play an important part in municipal affairs in the future, will be capable of controlling large staffs and will have the ability to weigh considerations placed before him by the experts on his staff, be they solicitors or sanitary inspectors. He will be able to come to sound decisions without concerning himself with details which, rightly, should appertain to the executive. The more complex the organisation the more reason for an adequate staff of experts, and, by the same rule, an officer or a number of officers, capable of maintaining the proper breadth of outlook between routine and development, maintenance and experiment. Only by this means or some arrangement of a similar nature, can a system highly organised retain that elasticity and power of adjustment to changing conditions which is essential for progress.

Local authorities of the future will thus consist of larger and more highly developed technical departments than at present. Those departments will be mainly executive. Side by side with them, there will be other officials, controlling, guiding, correlating, advising and looking forward, anticipating and aspiring to perfect the machine not in part, but as a complete whole.

W. H. J.

OBITUARY

CHELMSFORD OFFICIAL'S DEATH

Mr. Clifford Hargreaves, Assistant Borough Treasurer of Chelmsford, died in the Victoria Hospital, Burnley, on Friday, December 26, from injuries to his head received when knocked down by a motor-cycle. Mr. Hargreaves, with his family, was on a visit to Burnley, and on Christmas Eve, as he stepped from the pavement, was knocked down by the machine, which carried a rider and a pillion passenger.

BRIGHTON TRAFFIC MERGER

Officials' Interests Watched

The Executive Committee of the Brighton branch of the N.A.L.G.O. has had under consideration the draft agreement in connection with the proposed Brighton transport board, particular attention having been paid to Clause 10, which provides for the transfer to the board of all officers and servants of the Brighton Corporation Tramways undertaking. A deputation from the branch has received the assurance of the Town Clerk that the interests of the officers to be transferred would be fully protected in the Bill to be presented to Parliament. Draft clauses, prepared with the help of the N.A.L.G.O. parliamentary agents, have been submitted to the Council.

The Brighton Corporation has yet to adopt a scheme of superannuation for its officials. In 1929 an appropriate sub-committee of the Council presented an adverse report, but the General Purposes Committee resolved to recommend that the Council should adopt the 1922 Act, the appointed day for the commencement of the scheme to be October 1, 1930. The Council did not approve this recommendation, but instructed the sub-committee to obtain a new actuarial report and submit to the Council a detailed scheme for further consideration.

Membership of the Brighton branch stands at 349, an increase of 53 over last year's figure. The majority of the new members are public assistance officials.

After forty-three years' service with the Bolton Corporation, Mr. E. Oakes, Sanitary Inspector, is retiring.

LEGAL NOTES

(*Continued from page 8*)

allowance payable under the second Schedule is that which provides that there shall be taken into account service after attainment of the age of 18 years not only as Clerk of the Peace and County Council or in the permanent employment of a Local Authority *but also service in the permanent employment of a Clerk of the Peace and County Council for the purposes of any office held by him as such Clerk or in the permanent employment of an officer of a Local Authority for the purposes of the office held by him as such.*

The superannuation provisions in the Bill relating to Clerks of County Councils appointed *after* the appointed day differ from those in the Act of 1922 in the following respects :—

(1) If any dispute arises as to the right of any person to a superannuation allowance or to any return of contributions under the Act or as to the amount of any such allowance or contributions, the dispute shall be referred to the Minister of Health and the decision of the Minister shall be final. The Minister may, however, state in the form of a special case for the opinion of the High Court any question of law arising in the course of the reference.

(2) The superannuation contributions of the Clerk of the County Council, which are to be at the rate of 5 per cent. of his salary, shall be carried to the credit of, and form part of, the county fund.

(3) The superannuation contributions of the Clerk of a County Council who, without having become entitled to a superannuation allowance, ceases to hold his office by reason of ill-health, mental infirmity or bodily injury, are returnable to him with compound interest at the rate of 3 per cent. and where the Clerk voluntarily resigns his office or is dismissed for incapacity (fraud or misconduct not being alleged) his contributions are returnable to him without interest, but the County Council shall not in any of the above cases make any return of contributions with or without interest in the case of a Clerk in respect of whom a transfer value is paid by the Council in accordance with the provisions of the First Schedule.

(4) All superannuation allowances and gratuities granted, and any payments or expenses made or incurred by the County Council under or in carrying into execution the superannuation provisions of the First Schedule, are to be paid by the County Council out of the County Fund.

(*Continued foot of next column*)

TRADE DISPUTES BILL

JUST before the Parliamentary Session concluded in December there was issued the text of the Trade Disputes and Trade Unions (Amendment) Bill, together with a memorandum prepared by the Law Officers' Department, which sets out the clauses of the relevant Act of 1927 and the amendments which the Government proposes.

The Trade Disputes and Trade Unions Act of 1927, Clause 6, which had bearing on the right of combination and its exercise by the officers and employees of local authorities, runs as follows :—

6.—(1) It shall not be lawful for any local or other public authority to make it a condition of the employment or continuance in employment of any person that he shall or shall not be a member of a trade union, or to impose any condition upon persons employed by the authority whereby employees who are or who are not members of a trade union are liable to be placed in any respect either directly or indirectly under any disability or disadvantage as compared with other employees.

(2) It shall not be lawful for any local or other public authority to make it a condition of any contract made or proposed to be made with the authority, or of the consideration or acceptance of any tender in connection with such a contract, that any person to be employed by any party to the contract shall or shall not be a member of a trade union.

(3) Any condition imposed in contravention of this section shall be void.

(4) There shall be added to Section 5 of the Conspiracy and Protection of Property Act, 1875, the following provision, that is to say :—

"If any person employed by a local or other public authority wilfully breaks a contract of service with that authority, knowing or having reasonable cause to believe that the probable consequence of his so doing, either alone or in combination with others, will be to cause injury or danger or grave inconvenience to the community, he shall be liable, on summary conviction, to a fine not exceeding £10, or to imprisonment for a term not exceeding three months."

It is reported that the Government desires to restore to the officers and employees of local authorities such rights of combination as they enjoyed before the passing of the Act of 1927. To that end it is proposed to delete this clause of the Trade Disputes and Trade Unions Act and in its place to substitute the following new clause :—

In any proceedings in the High Court in which the legality of a strike or lockout under this Act is in question, the Court shall have power to declare that the strike or lockout is or is not, by reason of the provisions of this Act, illegal, but no such declaration shall be made unless the Attorney-General is a party to the proceedings, and, accordingly, he shall be joined as a party in any proceedings in which such a declaration is sought, and shall be entitled to be a party to any proceedings in the High Court in which the legality of a strike or lockout under this Act is in question.

(*Continued from previous column*)

The superannuation allowance to be paid under the Second Schedule to a Clerk of the Peace and the County Council appointed *before* the commencement of the Act is to be calculated in accordance with the following scale, viz :—In respect of *every year of service, one-sixtieth* of the average amount of his salary and emoluments during the five years' service immediately preceding the day on which he ceases to hold his office, and for the purpose of the foregoing provision "salary and emoluments" means the net personal salary and emoluments received by the clerk by virtue of his office as clerk of the peace, clerk of the county council, county registration officer, and any public office being an office held by him as the holder of any of the said offices, or an office to which he has been appointed by or with the consent of, the county council or the court of quarter sessions, or the joint committee or any committee of the county council or court of quarter sessions.

The Legal Secretary

FUNCTIONS AT RHYL

Mr. J. Douglas Jones, secretary of the Rhyl branch, presenting his report at the annual meeting, said the motion put forward, in the first instance, by the Rhyl Branch that North Wales should receive representation on the National Executive Council was to be brought before the District Committee at Preston, and reliance was placed on the Rhyl Branch to open the case for North Wales. Delegates from the whole of the North Wales area had promised to attend and give their support to the proposal, which, if successful, would be of the utmost importance to the municipal staffs in the area. Mr. Jones also announced that he had been appointed vice-chairman of the North Wales Sub-Committee, members expressing their satisfaction upon Mr. Jones attaining so high and important an office.

Mr. G. T. Linnell, treasurer, presented a statement on the financial aspect of the branch. This showed that after grants had been made in aid of sports trophies and a substantial sum handed to the N.A.L.G.O. Benevolent and Orphan Fund there was a balance in hand. It had been decided to give a £5 donation to the War Memorial Hospital.

The election of officers then took place by ballot and the following were elected for the ensuing twelve months : Mr. E. B. Wright was re-elected chairman; Mr. J. Douglas Jones, hon. secretary; Mr. G. T. Linnell, hon. treasurer. The following were elected to serve on the Executive Committee, Messrs. O. P. Cronshaw, A. E. Edwards, Peter Williams, Maurice Jones, and W. Davies, the latter was also re-elected as Press correspondent, while Messrs. W. Rowlands and C. E. Totty were appointed auditors to the branch.

The members afterwards adjourned to the Pier Hotel where an excellent dinner was partaken.

LOCAL GOVERNMENT SERVICE FROM THE HOUSE OF COMMONS

(*Continued from page 9*)

reason by the application of a little Parliamentary pressure. Speaking about superannuation, Sir Herbert Nield's work in the past can never be forgotten.

Every bill that comes before Parliament is examined with a view to seeing how it will affect the service, and if it affects it adversely steps are taken to see that it is altered at some stage of its passage. The Local Government Act, 1929, is a case in point. Such clauses as it contains which refer to the transfer, compensation, and superannuation of officials, were not made integral parts of the Act without consultations and pressure. They had to be fought for. I could give many more instances which all prove how close and important is the relationship between the House of Commons and the local government service.

MR. E. C. THOMAS

The death has occurred of Mr. E. C. Thomas, Parks Inspector of the Bournemouth Corporation, after thirty-seven years' service.

FOR JUNIORS AND STUDENTS

EDUCATION CORRESPONDENTS

LAST month on page 290 we gave a list of the members who had agreed to act as Education Correspondents in a number of branches. Since the publication of that list we have received notification of the appointment of the following additional Education Correspondents :—

ABERDEEN.—D. Sandison, City Assessor's Department, 11 Broad Street.
ATHERTON.—T. Turner, Town Hall.
BARNES.—S. W. M. Malden, Council House, Mortlake.
BARROW-IN-FURNESS.—G. Hemingway, Educational Department.
BATH.—W. R. Loxton, 12 Charlotte Street, Bath.
BATLEY.—J. E. Littlewood, Education Office.
BEDFORD C.C.—F. B. Young, County Accounts Department.
BILLERICAY.—F. N. Frostick, Council Offices.
BRENTFORD AND CHISWICK.—P. J. King, Educational Department, Town Hall, Chiswick.
BRIGHOUSE.—J. A. Mellar, Town Hall.
BRIGHTON.—W. W. Richardson, Educational Department.
CARLISLE.—G. G. Barrow, 19, Fisher Street.
CARNARTHEN.—J. O. Evans, County Educational Offices.
COLNE.—See Nelson.
CRIWE.—L. Shires, Borough Treasurer's Department.
DEVON C.C.—J. W. Cox, The Castle, Exeter.
DONCASTER.—W. B. Jepson, Council Offices, Bentley.
ENFIELD.—F. W. Piggott, Public Offices.
ESSEX C.C.—W. E. Hudson, County Offices, Chelmsford.
FINSBURY.—B. Finch, Town Clerk's Department.
GAINSBOROUGH.—W. R. Bingham, Council Offices.
HAWARDEN.—R. K. Jenkins, Birmingham House, Penyffordd
KEIGHLEY.—R. E. Metcalf, Borough Treasurer's Office
NELSON AND COLNE.—F. D. Trudgill, Borough Treasurer's Department, Town Hall, Nelson.
NORTHFLEET.—W. G. Fitcher, Clerk's Department.
PAIGNTON.—W. E. M. Chidgey, 5 Town Hall Terrace.
PORTSMOUTH.—H. E. Curtis, Municipal College.
PORT TALBOT.—J. T. Jones, Rates Department.
ST HELENS.—G. H. Watkin, Educational Offices.
SALFORD.—J. W. Hodgh, City Treasurer's Department.
SALOP C.C.—S. B. Cornes, Educational Department
SCUNTHORPE AND FRODINGHAM.—M. Lofthouse, Finance Department, Council Offices, Scunthorpe.
SKIPTON.—M. Rowson, Town Hall.
STALYBRIDGE.—N. S. Whittaker, Town Hall.
STRETFORD.—J. Birch Jones, Legal Department, Council Offices.
WALLSEND.—J. Riccalton, Treasurer's Department.
WALTHAMSTOW.—A. J. Blackhall, Educational Offices, High Street.
WESTMINSTER.—T. R. May, Public Library, Buckingham Palace Road, S.W.
WEST SUFFOLK.—C. C. Knott, Educational Offices, Abbey Ruins House, Bury St. Edmunds.
WEYMOUTH.—F. W. S. Howland, Deputy Borough Treasurer.
WHICKHAM SUB-BRANCH.—J. Walmsley Guardians Committee Offices, Street House, Trent Street.

A.R.V.O. STUDENTS SOCIETY

An interesting programme of lectures has been received from the Metropolitan Students Society of the Association of Rating and Valuation Officers. The syllabus for 1931 includes "Dilapidations," by B. W. Adkin, Esq., F.S.I., F.A.I.; "Practical Points in Valuations for Rating Purposes," by G. V. Nye, Esq., F.S.I.; "Rating of Hereditaments on (*a*) Contractors Theory, (*b*) Zonal Principles," by Sir H. Tristram Eve, K.B.E., F.S.I.; "Land—Local Authorities' Statutory Rights to Compulsory Acquisition," by Sydney A. Smith, Esq., F.S.I., F.A.I.; "Rating and De-Rating," by G. P. Warner Terry, Esq., LL.B.

All these lectures will be given at N.A.L.G.O. Headquarters at 7 p.m. The Students Society is open to all local government officials and the annual subscription is 2s. 6d.

Officers who are interested should communicate with the hon. secretary of the Society, Mr. F. N. Mumford, 23 Beresford Gardens, Chadwell Heath, Essex.

INSTITUTION OFFICERS

The Nalgo Correspondence Institute has added the examination for Institution Officers conducted by the Poor Law Examinations Board, to the list of examinations for which it offers coaching facilities. The Institute is now in a position to receive enrolments. There is to be an examination [illegible]

DIPLOMA IN PUBLIC ADMINISTRATION

This year the University of Liverpool has instituted a course for a Diploma in Public Administration. The course will take three winter sessions to complete and students passing the examinations will be awarded a Diploma by the university. This is the outcome of conversations between the representatives of Public Authorities and the university. The City Council has agreed to pay half fees for twenty approved students from the Liverpool service taking this University course. There can be little doubt that the decision indicates a recognition of the need for men and women who have studied public administration and qualified themselves for promotion. The decision of the university to inaugurate the course and the proposal of the council to support it will be welcomed by all those who are anxious to promote efficiency and raise the status of the service.

EXAMINATION QUESTIONS

The following is the second list of questions taken from the papers on the Outlines of Local Government in the N.A.L.G.O. Intermediate Examination held in May last :—

1. Describe the constitution and powers of a Rural District Council.
2. What additional powers were conferred upon County Councils by the Local Government Act, 1929?
3. Outline recent rating reforms.

N.A.L.G.O. CRUISE, 1931

PRELIMINARY NOTICE

The Steamer will sail from Liverpool on Saturday, July 25.

Duration : 22 days.

Fare (inclusive of booking fee and gratuities), £25.

Apply to L. HILL,
General Secretary.

24 Abingdon Street, S.W.1.

HEADQUARTERS NOTICES

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by the 20th of each month.

News of events which take place later—up to January 21st—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"
3 and 4 Clement's Inn, W.C.2.

JANUARY NOTICES

1931

Jan. 1. Monthly Subscriptions due.
" 22.–24. N.A.L.G.O. Examinations.
" 30. Meetings of Standing Committees at Headquarters.
" 31. Meeting of National Executive Council at Headquarters.
" 31. "Register" of Members closes. Persons not included in Register at this date are not entitled (*a*) to attend Conference; (*b*) to be nominated as Hon. Officers; or (*c*) for any Committees or N.E.C.

EDINBURGH CONFERENCE—1931

DATES TO REMEMBER

Mar. 1. Return (Form C1) of names and addresses of representatives to Conference to be received at Headquarters by 5 p.m.
" 1. Nominations for election of N.E.C. to be received at Headquarters by 5 p.m. (Form E1.1)
Mar. 15. Motions for Conference to be received at Headquarters by 5 p.m.
" 15. Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
Apr. 1. Journal will contain Conference Agenda.
" 1. Report of the N.E.C. to be issued, with Agenda, to representatives.
" 15. Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m.
" 15. Voting Papers for N.E.C. to be in hands of Branch Secretaries.
" 23. Voting Papers for N.E.C. to be in hands of members.
May 1. Voting Papers for N.E.C. to be in hands of District Committee Secretaries by this date.
" 1. Journal will contain amendments to motions in Conference Agenda.
" 2. Counting of votes for N.E.C. commences in each district.
" 8. Conference Agenda (containing motions and amendments thereto) and list of representatives to be sent to representatives.
" 8. Branches to divide voting strength at Conference to notify Headquarters of allocation.
" 23. First day of Conference Proceedings.
" 25. Second day of Conference Proceedings.

EVENTS OF THE MONTH

Jan. [illegible] Institution of Mechanical Engineers, Story's Gate, S.W.1. Mr. S. J. Davies on "An Experimental Investigation into Induction Conditions, Distribution, and Turbulence in Petrol Engines." 6 p.m.
" [illegible] Royal Institute of British Architects, 9 Conduit Street, W.1. Award of Prizes and Studentships. 8 p.m.
" [illegible] Institution of Electrical Engineers (Scottish Centre), Edinburgh. Mr. W. G. Johnson on "Street Lighting." At 7.15 p.m.
" 7 Institution of Sanitary Engineers, Denison House, 296 Vauxhall Bridge Road, S.W.1. At 7 p.m.
" 7 Royal Sanitary Institute. Demonstration of book-keeping as carried out in a sanitary Inspector's Office, at the Public Health Office, Municipal Buildings, Upper Street, Islington, N., 6 p.m., by G. J. Bridel.
" [illegible] Institution of Municipal and County Engineers (N. Ireland District), Bangor, Co. Down.
" 10. Royal Sanitary Institute. Inspection in the District of St. Marylebone, 2.30 p.m., conducted by H. H. Clay.
" 12. The Illuminating Engineering Society, at the offices of the B.C.G.A., 28 Grosvenor Gardens, S.W.1, 7.10 p.m., by Mr. E. L. Dughton, M. Inst., Gas E., on "Recent Developments in Gas Lighting."
" 31. Institute of Public Administration. Winter conference on "Officials and the Public," Westminster City Hall, Charing Cross Road, W.C.
Feb. 16–27. British Industries Fair, Olympia, London and Birmingham.

BRANCH DINNER

The annual meeting of the Thames Conservancy branch was followed by dinner at the Loudoun Hotel, when the branch membership was well represented.

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SLUM CLEARANCE

(*Continued from page 11*)

to the level of their new environment and the cause in each case could not be overcome by any system of management, being :—

(i) Permanent ill health of the breadwinner.
(ii) Permanent unemployment of the breadwinner.
(iii) Mental or physical defects in the wife or mother.
(iv) Men living alone without any female assistance.

At Westminster, the City Council are now engaged in conjunction with the Duke of Westminster in clearing an area of 17 acres. During the erection of the first two blocks of flats, the Council, after a thorough investigation, decided to adopt the Octavia Hill System for their 604 new flats. The first trained woman property manager took up her duties in March, 1930, and the Council are satisfied already that they adopted a wise course in appointing her four months before they removed the first tenants into their new flats.

GLAMORGAN POOR-LAW OFFICERS

The final meeting of the Glamorgan and Monmouthshire Branch of the National Poor-Law Officers' Association was held at Cardiff recently. The Hon. Secretary and Treasurer reported that after making the special grant of £100 from the Branch Fund to the Benevolent and Orphan Fund, there remained a balance of £42, and also £49 10s. 1d. Benevolent and Orphan money. It was unanimously resolved to remit the £49 10s. 1d. to the Benevolent and Orphan Fund of the National Association of Local Government Officers, and to disburse the £42 as follows: Honoraria to Messrs. D. J. James, A. Woods, A. Bardo, D. O. Lewis, and Misses Jones and Morgan; also £5 5s. each for mementoes for Messrs. R. Stephenson and W. Phillips, former secretaries. The gold medallion of the branch, the original of the "National" Benevolent and Orphan Fund, was presented to the ex-president, Mr. Charles Styles, Relieving Officer, Newport, in recognition of his services to the Association and the Benevolent and Orphan Fund during thirty years' membership.

SUMMER SCHOOL

We would draw the attention of members to a preliminary announcement concerning the 1931 Summer School—arrangements are complete for the holding of the School at Oriel College, Oxford, from July 25 to August 8. Further information will be given in the February issue of THE JOURNAL.

BATH N.A.L.G.O.

At the annual meeting of the Bath branch of the National Association of Local Government Officers on Wednesday evening, at the Red House, Bath, when the President, Mr. J. Basil Ogden, Town Clerk, presided, Mr. William E. Eyles, who announced his intention of retiring from the office of hon. secretary of the Bath branch, was presented by the President with a handsome oak chiming clock and a cheque, on behalf of the branch, and in recognition of his splendid services.

Mr. W. A. CRAVEN, Chief Sanitary Inspector, said he was very sorry that Mr. Eyles had decided to vacate the office of hon. secretary. They had tried to persuade him to carry on the good work, but had been unsuccessful.

The PRESIDENT, referring to Mr. Eyles' capabilities as hon. secretary of the branch, presented the clock to Mr. Eyles, who expressed his thanks to all concerned, not only for the handsome memento of a very happy period of office, but for their invaluable support, which he hoped they would extend to his successor, Mr. H. Jones.

MOVEMENTS OF MEMBERS

CHANGES AND PROMOTIONS

Consequent on the retirement of Mr. F. E. Yeoman, Assistant Clerk to the London County Council, the vacancy is being filled by the promotion of Mr. L. H. Oliver, principal assistant in the department of the Clerk. Mr. Oliver assumes his new responsibilities as from January 1. Mr. A. E. Smith succeeds Mr. Oliver as principal assistant and his place as senior assistant will be filled by Mr. B. J. Stead.

Mr. T. A. Avis and Mr. E. T. Hall, senior assistants (temporary) in the Public Health Department of the Council have been granted a substantive rank.

* * *

Mr. J. H. Kaye, West Riding C.C., has secured a position under the Kirkburton U.D.C.

* * *

Mr. C. C. Bowring, of Derby, goes to the Cheshire C.C. as architectural assistant.

* * *

Miss E. M. Slaney, a member of the Lytham St. Annes branch, has been appointed health visitor at Rotherham.

* * *

Mr. D. J. Mortimore has been selected by the Bournemouth Corporation to fill a vacancy as District Sanitary Inspector.

* * *

Mr. Vincent G. C. Callan, of Letchworth Garden City, Herts, has been appointed Sanitary Inspector to Bridgwater R.D.V.

* * *

Mr. R. E. Hetherington, Engineering Assistant to Penrith U.D.C., has secured a similar position under Salisbury City Council.

* * *

Formerly with the Huddersfield Corporation, Mr. J. H. Todd, has secured an appointment as Engineering Assistant, Oldham.

* * *

Mr. B. A. Hitchcock, late of Ilkley U.D.C., has been appointed chief assistant under the Rugby U.D.C.

* * *

Dr. Mary Kent, of Middlesbrough, goes to Derby as Assistant School Medical Officer of Health.

* * *

The Great Yarmouth Corporation have appointed Mr. P. E. Ryecroft Engineer and Manager of the Corporation electricity undertaking.

* * *

Mr. C. S. Trapp, appointed Deputy-Surveyor to the Wembley U.D.C., in succession to Mr. L. V. Gordon, now Surveyor, Caterham U.D.C., is a former Casual footballer.

* * *

Bolton Corporation have appointed Mr. W. J. Wonnacott engineering assistant in the Waterworks Engineer's department, Mr. H. Slater, of Blackburn, architectural assistant, and Mr. E. C. Birchall, St. Helens, surveying assistant.

* * *

Until recently Assistant Engineer and Surveyor to Hartlepool's Regional Town Planning Committee, Mr. Stanley A. Whitehorn, has been selected Chief Town Planning Assistant to the Wigan and District Regional Town Planning Committee.

* * *

The Rotherham Council have appointed Mr. R. A. Batchelor, of Wallasey, to the library department.

* * *

From Twickenham, Mr. A. J. Ryde has joined the West Riding Council as Assistant Divisional Surveyor.

Mr. A. J. Browning of the Salop C.C. has been appointed committee clerk under the Cheshire C.C.

* * *

Mr. T. Watson, appointed Engineer and Surveyor, Bromley R.D.C., was Town Planning Assistant at Swansea.

* * *

Late of the London County Council, Mr. H. M. Matthews, has gone to Wallasey as Settlement Officer.

* * *

The Hastings B.C. have appointed Mr. George Henry Lancaster, of Boston, an additional Sanitary Inspector.

* * *

From clerical assistant in the Treasurer's department of the Hendon U.D.C., Mr. B. Law is promoted to Grade D. Mr. G. F. L. Feltham, Clerk's deparment is promoted to Grade E.

* * *

Mr. W. A. Dobson goes to Rhyl U.D.C. as general entertainments manager and Mr. W. V. Bolton to Sale U.D.C. as accountancy assistant and internal audit clerk. Both are members of the Whitby branch.

* * *

Of forty-five applicants, Mr. W. Pickstone, A.M.Inst.C.E., M.I.M., and Cy. E., deputy Borough Surveyor and Water Engineer of Lancaster, has been appointed Assistant Borough Surveyor and Water Engineer to the Wigan Town Council. Mr. Pickstone was articled to the Borough Engineer of Bury, later becoming engineering assistant to Bury Corporation. After the war he returned to Bury as second engineering assistant. He went to Leicester for a short time and, in 1926, was appointed to Lancaster.

* * *

Movements of other members are : Mr. A. H. Dixon, Hove, to Audit Clerk, Doncaster; Mr. J. Potter, Folkestone, to Engineering Assistant, Reading; Mr. A. Watkins, Teddington, to Assistant Librarian, Bromley Borough; Mr. E. S. Crump, Second Assistant Surveyor, Broadstairs; Mr. G. N. Hunter, Wallington, to Collector, Surrey, C.C.; L. A. R. Kingsley, L.C.C., to Settlement Officer, Cheshire; Mr. R. A. James, Durham C.C. to Public Assistance Department, Dudley; Mr. H. H. Creaser, Blyth, to Committee and General Clerk, Surbiton U.D.C.

* * *

Mr. W. L. Allen, of Stoke-on-Trent, has been appointed deputy Town Clerk of Oxford.

* * *

Mr. Herbert Homer, Borough Engineer of Stockport, has gone to Hull as City Engineer.

* * *

Mr. H. Kell, formerly of Settle, has been appointed Sanitary Surveyor and Inspector to Leyburn R.D.C.

OBITUARY

MR. F. L. DAGNALL

It is with deep regret that we have to report the sudden death of the secretary of the West Hartlepool branch, Mr. F. L. Dagnall. Mr. Dagnall passed away after only four days' illness, and his death came as a great shock to his many friends in the north-western district.

Sympathy in their irreparable loss is extended to his wife and family.

MR. S. HICKMAN

The Eccles branch is the poorer for the loss, by death, of Mr. S. Hickman, Secretary of Education. Mr. Hickman was on the executive of the local branch and took the closest interest in the National Association.

MUSINGS

By Eppi Logge

CHRISTMAS has been and gone once more, and we start the New Year with a new journal, new resolutions and an old shirt.

I am prone to wonder what this old world of ours would be like if our lives were regulated throughout the year in the spirit of Christmas; if we did all the year round what we profess to do when the Christmas spirit has got thoroughly into our bones, and when we do to others as we would be done unto.

"Peace on earth, good will towards men," is a Christmas message, scattered about all over the place. It slips glibly from every tongue, it is used commercially by shopkeepers, it is the text of millions of sermons, "put-'em-up-against-the-wall-and-shoot-em" colonels and real bloods of fewer pips use it on Christmas cards. It heads the editorial in the picture papers, and the rest of the pages are devoted to reproductions of the photos of the latest crime heroes and fashions.

A well-known American writer, in a book about himself, gives point to this. He apparently started as a youth on a "big-noise" American paper and, looking back, is able to assess the relative importance of its various contents. The editorial, he says, would lead any reader to believe that the Americans were the most God-fearing, righteous living people on earth, and the rest of the paper would be full of the doings of the underworld, which he and his colleagues had to collect in huge quantities. Incidentally, he says, it was the latter that sold the paper. Fill the picture papers for a year with photos of saintly persons and people who were endeavouring to live honest and simple lives and the daily circulation figures would be infinitely less than the total number of parsons in the country. "Peace on earth, good will towards men" was given as the motto for a civilised world and intended to be our every-day standard, but, unfortunately, there is no money in it—excepting at Christmas time.

REFORMING THE CALENDAR!

Since writing last month's "Musings" on calendar reform I have received particulars of the League of Nations Calendar Reform Committee of Enquiry (British) and an appeal for support. Any interested can get full particulars from the Secretary to the Committee, 16 Northumberland Avenue, London, W.C.2.

A circular explaining the proposed alteration to the present Gregorian calendar makes very interesting reading. Besides setting out the advantages of the proposed change, it draws attention to the disadvantages of the thirteen months plan, which are that the number 13 is not divisible by 2, 3, 4, or 6; the quarters of the 13 months year do not contain a whole number of months; there would be 13 business balancings instead of 12, involving increased book-keeping; for a time, a greater number of adjustments in comparing statistics and dates would be required than in the twelve-month system; and the introduction of a year of 13 months would entail comprehensive change in long established customs, and there would be complications involved in the transition period.

AN ALTERNATIVE

There is an alternative to that plan, called scheme "B," which equalises the quarters of the year by altering the number of days of certain months so as to make 91 days to the quarter. Thus, January would have 30 days, the first commencing on a Sunday; February 30 days with the first commencing on a Tuesday; and March, with 31 days, with the first commencing on a Thursday. Each succeeding quarter would fall into the same order as regards the first and the number of days.

The advantages of this scheme are that the half-years and quarters are equal and have a whole number of months and weeks—three months, thirteen weeks; quarters and half-years can be statistically compared without adjustments for varying lengths; it would involve relatively few modifications in the habits and customs of the people and would avoid the confusion of a drastic change; and it would retain the present month as a familiar unit.

On the other hand the months are not of the same length and are not directly comparable. Moreover, they differ as to the number of economic value of individual week-days, i.e., one has five Saturdays, another five Sundays. It is less essential to equalise the quarters and half-years since accountings for these periods are less frequent and are less important than monthly accountings. Other drawbacks are that the months do not contain a complete number of weeks, involving "split" pay-rolls, and the dates do not fall on the same day of the week in each month.

The consideration of these proposals would give quite a note of diversion to the Branch Executive Committee's agendas.

HELP YOURSELF SOCIETY

A Nalgo member has been allocated Gift No. 3 in the Help Yourself Society's annual prize distribution. This award is a 1931 model Austin-Swallow 7 h.p. sports saloon motor-car valued at £187 10s. The member is Mr. C. Jarman, Aberdare, who purchased his annual through the Aberdare Branch. N.A.L.G.O. sales of the "Help Yourself" annual amounted to 39,979 copies, and as a result the B.O. Fund will receive a cheque for at least £3,000 from the Society.

The February issue will contain a complete list of the gifts allocated to persons who purchased annuals through the N.A.L.G.O.

MANCHESTER MEMBER HONOURED

We congratulate Miss E. Halliday, of the typewriting section of the Stationery Department of the Manchester Corporation and a member of the Municipal Officers' Guild of N.A.L.G.O., upon her investiture in London as a serving Sister of the Order of St. John of Jerusalem. The investiture was held by the Earl of Scarborough, K.G., Sub. Prior of the Order under licence from His Majesty the King. The award is granted by the King as Sovereign Head of the Grand Priory of the Order of the Hospital of St. John of Jerusalem in England for services rendered in connection with its work.

Miss Halliday joined the Order on the formation of the first Ladies' Division in Manchester and was appointed the first Nursing Officer. Later she became the superintendent of the Division.

For her work she has several times been commended by the Commissioners of the Manchester District and, since her promotion in October last year to Lady Corps Office, has done outstanding service in many ways and particularly during the arrangements for the Royal Agricultural Show. She is a most devoted officer in the work of the Order of St. John and her untiring efforts on its behalf have earned her the recognition of admittance to the ranks of the Order as a Serving Sister, she being the first lady of this Corps (Manchester and Salford) to be so honoured.

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here's an opportunity to test the quickest and soundest way of getting relief. As most indigestion is caused by excess stomach acidity, the common-sense remedy is obviously that which removes this cause. 'Bisurated' Magnesia always gives quick relief because it instantly neutralises excess acidity, thus allowing digestion to proceed unhindered. Doctors all over the world recommend 'Bisurated' Magnesia, and we invite you to test it now.
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BRIDGE

By Neville Hobson

MERITS OF BRIDGE

IN introducing the first article on Bridge, which the Editor proposes to make a new feature of this journal, brief reference might be made to the outstanding merits of this fascinating game.

The growth of Bridge has been extraordinary, if one reflects upon the comparatively short time that it has been established in its present form. The original Bridge lacked much of the interest of the present game, known as Auction Bridge, which in turn has produced another offshoot—Contract Bridge.

WHIST AND SOLO

Formerly, Whist and Solo Whist held the field as regards card games of this nature, and both are still played to a certain extent, but they have serious limitations which Bridge has largely overcome.

To express the position in nutshell form, the possibilities of Whist are restricted by the fixing of trumps without any control on the part of the players, and the absence of "bidding" reduces the opportunities for defence and counter attack—which are among the most interesting aspects of Bridge. As regards Solo Whist, the distribution of the cards in threes frequently results in play of the cast-iron variety, and the scope for really interesting partnership play is very limited, compared with the game under review.

AUCTION BRIDGE

So far, however, as Auction Bridge is concerned, the hands can to a substantial degree be made use of and adapted in accordance with their special features, inasmuch as trumps can be declared successively by each player; and the principles of Auction leave the last bidder the attacker in a contest which frequently affords considerable scope and interest to the defenders (who may have been able to use their relatively weaker suits to force the opposition to a bid which is beyond their powers).

In the case of those who have previously confined their activities to Whist or Solo, Bridge may appear at first a relatively complicated game, but it is extraordinary how quickly the main ideas and essentials can be assimilated; and there is no doubt that a sound knowledge of Whist or a good card sense derived from playing Solo is of inestimable advantage to Bridge players and will stand them in good stead when the more advance principles have been learned. Moreover, Bridge is essentially a partnership contest, and encourages the teams spirit—which is an undoubted advantage in the case of a national indoor game.

To those card players who have hitherto held back, the appeal is made to give a trial to Auction Bridge as an ideal game from the point of view of restful relaxation—particularly if the prevailing spirit is genial and friendly, notwithstanding the natural desire to triumph over one's opponents. This is a vital aspect of the game, which will be discussed more fully at some future time.

The suggestion is therefore made that small groups of friends who have not previously essayed Auction Bridge should induce one of their acquaintances to give them some preliminary instruction; and it is felt that the work and responsibilities of Local Government Officers are such as to lend themselves particularly to the advantages of this form of indoor relaxation.

CONTRACT BRIDGE

For some little time these monthly articles will be confined to Auction Bridge, and they will attempt to cater for the average player, as the novitiates must be left to themselves until they have acquired a knowledge of the main features of this interesting game. Ultimately, Contract Bridge will be discussed and dealt with, but the writer is at present inclined to the view that ordinary Auction has more to recommend it to the average player than its more recent progeny—from the point of view of relaxation and freedom from involved conventions. So far as English Bridge is concerned, it has withstood fairly successfully the onslaught of America in the direction of understandings and (may one say?) artifi-

(*Continued at foot of next column*)

(*Continued from previous column*)

cialities, many of which do not appeal to the English temperament; and it is submitted that this is all to the good and makes the game of Auction a more cheery and enjoyable pastime.

CORRESPONDENCE

In due course, articles will appear dealing with detailed aspects of bidding and play, and the writer will be pleased to reply to letters and queries, though (being a Local Government Officer himself, with the added cares of a somewhat involved professional practice) he hopes that the amount of such correspondence will be small for the next few weeks.

CHESS

(*Continued from page 28*)

The position was: White K on KR8, Q on KKt4, B on KKt5, B on KKt8, R on QKt2, P on K2; black K on QB6, B on K5, B on K8, pawns on K4 and KB4.

The key is Q—B4.

If 1, P×Q; 2, B×P mate.
If 1, K×R; 2, Q—QB sq. mate.
If 1, P×B; 2, Q×P mate.
If 1, KB any; 2, Q—Q2 mate.
If 1, QB any; 2, Q—QKt4 mate.

Comment.—Remarkable for its sacrificial character, two pieces, B and R, being enprise, and the key move placing the Q enprise; the whole conception is highly interesting and the variety good.

Solution to End Game, No. 1.

The position was: White K on QR sq., R on KR4; black K on QR6, R on QB6, pawns on QKt5 and QR7.

WHITE			BLACK
1. R—R3	..	..	K—Kt5
2. R—Kt3	..	..	K—R5
3. R—Kt4	..	..	R—R6
4. R—Kt5	..	..	P—Kt6
5. R—Kt2			

N.A.L.G.O. COMPETITIONS

The N.A.L.G.O. national chess competition has reached the semi-final stage and the competing branches are Southwark (beat Hastings 2½—½) versus (C) Kensington (beat Bootle 3—0) and Bradford (beat West Riding 2—1), who obtain a bye. Bradford, therefore, meet the winner of the Southwark versus Kensington match in the final tie.

In the London Chess League the results in the individual championship competition are as follows: First round: G. P. Frost beat D. Love; M. J. Murphy beat P. E. Harbott; H. J. Deayton beat J. Mills; W. L. Brierley (E), M. Morrison, (F) Dr. Jordan, W. Nixon, and (H) W. R. Farmer, all byes.

The following meet in the second round, to be played on Friday, January 2: (H) W. R. Farmer *v.* (F) Dr. Jordan; (D) W. L. Brierley *v.* (B) M. J. Murphy; (E) W. Morrison *v.* (A) G. P. Frost; (C) H. J. Deayton *v.* (G) W. Nixon.

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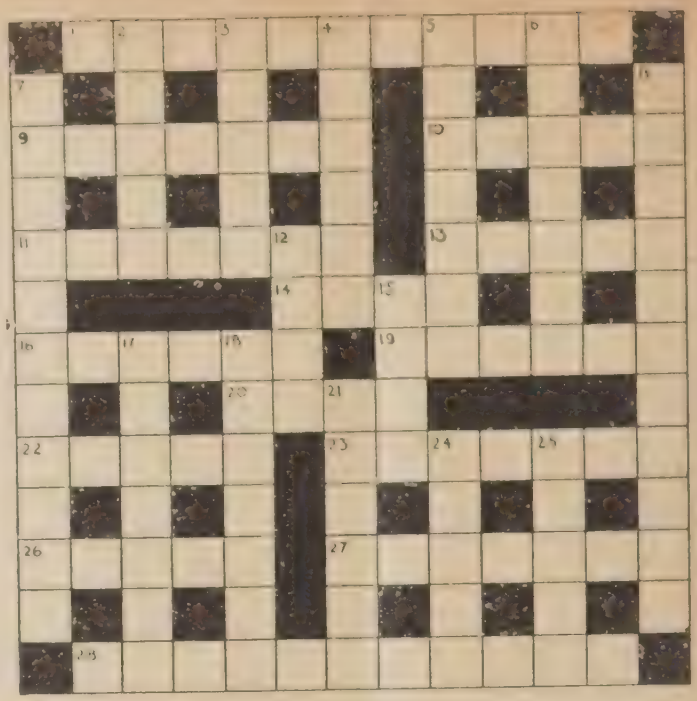

DEFINITIONS ACROSS

1. It would doubtless be this if a sane lion sat in Piccadilly Circus.
9. This kind of show has an obstruction in the centre.
10. One who gets up part of a stair.
11. An objection of small weight.
13. In this Italian town you may find an Englishman and a French pronoun.
14. A useless life is the one I led.
16. This may have iron teeth, or be composed of feathers.
19. The French and a name are ingredients of this hard coating.
20. This prophetess is worth as much backwards as forwards.
22. You will find mud and a distinguished order in this school song.
23. Nut pole (anag.).
26. This moulding is made of two heraldic wings between nothing.
27. Crowds have got on to a man who appears to be a thief.
28. Sent eclipse (anag.).

DEFINITIONS DOWN

2. This fast day is nearly ashes.
3. You will find rest at the end of this satchel.
4. If you wish your ownership asserted, be guided by the little bird.
5. The part must be used by the whole though it may make a man sore.
6. He was the son of an O. T. King, though he appears to be connected with Queen Mab also.
7. Start the chase indoor to find this twenty-sided figure.
8. Gal is a grunt forming grains.
12. You'll have to unravel this line to show your right to the property.
15. And if you jump the tail to the head of this word you'll have an answer to the plaintiff's demand.
17. Come to the pot for this fruit preserve.
18. I and an otter's home make up a line of steamers.
21. This is quite regular, though it ends badly.
24. This belongs to the city—though there appears to be a bar on a very ancient one.
25. Though I am only here once, you can find me twice in this lady.

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ROAD ACT AND THE COMMISSIONERS

IN many directions the Road Traffic Act, 1930, will add to the duties of cal government officers, and in respect the licensing of public service vehicles is not extravagant to contend that the tensions of work required to be per-rmed are so considerable that a new epartment of local government will have en created.

It may be recalled that the regulation public service vehicles and the process y which the drivers are to be licensed id permitted to ply for hire or reward is efined at length by Part 4 of the Act. his particular portion of the statute was ie subject of prolonged and highly con-ntious debate, and in that regard the oad Traffic Act will be remembered as nong the decisions of Parliament which ecured a large share of discussion.

Sections 62 to 66 are concerned with ie division of the United Kingdom into irteen Traffic Areas and the appoint-ient of three Commissioners for each ea who will be responsible for the issue f licenses to the owners of public service ehicles, and for the exercise of many ther powers conferred upon them by the atute.

The section referred to, not to speak of everal other portions of the Act, are worthy of study by the local government officer as examples in drafting sometimes not so precise as they should be, but more especially for the multiplicity of details which are comprised within the ambit of the Act.

Below there is given the name of the Chairman of the Traffic Commissioners in each traffic area and his official address. In many respects the statute is an innovation in English law. To specify one in particular, reference can be made to the Highway Code, which the Minister of Transport has already issued in draft. In its form this body of regulations is new to British practice. Its provisions, when approved by Parliament, will not be enforceable in a court of law, the view which lies behind the code being that the first duty of the Legislature, through the Ministry, is to establish a criterion of good manners to which drivers of motor vehicles and pedestrians are alike asked to conform. A question of really vital interest to the social observer is involved. How far can a body of custom be brought into being which shall promote the safety of all who use the roads, without threat of punishment or fine? The attempt to answer that question is an innovation which seeks to graft on to the margins of English law a field of private conduct where behaviour is regulated by suggestion rather than by legal force.

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By ANSELMO LOPEZ

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THE readers of LOCAL GOVERNMENT SERVICE may be taken to be the " kinde of men " for whom chess proves a " good and wittie exercise of the mind." A chess column as a regular feature of their own special organ is sure to find a welcome at their hands. This feature will be on the broad lines of the following opening column.

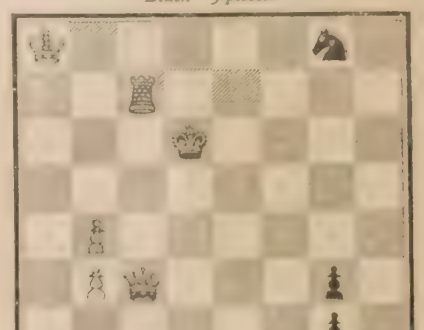
NEWS NOTES

The season thus far has shown much activity. Chess has been as much in evidence in London and throughout the country as in any past season, probably more so. The most interesting event, however, was a monster match between the Civil Service and the London Commercial Chess League—a hundred players a side. The Civil Service team won by 52½ games to 47½.

The various preliminary matches for the County Championship were played without a hitch, and so were the Michaelmas term engagements of the Universities of Oxford and Cambridge, and the fixtures of the London Chess League. The same can be said of the competition for the Hamilton-Russell Cup, one of the most interesting of London competitions.

There are two important events which are not sufficiently advanced, at the time of this writing, for notice this month: the Hastings Annual Christmas Congress and the London Annual Christmas Congress. The players taking boards in the former congress are Capablanca, Sultan Khan (British champion), Colle, Euwe, Sir George Thomas, Yates, Michell, Winter, Tylor, and Miss Menchik (world-lady champion). Correspondence play, i.e., play through the post, seems to be growing in popularity. Anyhow there is a record entry for the British Chess Federation's County Correspondence Championship. Six hundred and sixty players have entered for this (1931) championship, the following twenty-two counties supplying thirty players each: Cambridgeshire, Cheshire, Cornwall, Cumberland, Devonshire, Dorset, Durham, Essex, Hampshire, Hertfordshire, Kent, Lancashire, Lincolnshire, Middlesex, Northumberland, Somerset, Surrey, Sussex, Warwickshire, Worcestershire, Yorkshire, and South Wales.

PROBLEM No. 1 (by R. Collinson)
Black—5 pieces.



White—6 pieces.

White to move and mate in three moves.

Much has been heard in chess circles recently of Kashdan, the champion of the famous Manhattan Chess Club, of New York. He has distinguished himself so much in European tournaments, that he is regarded as a probable aspirant for world-championship honours. Here is a good specimen of his forcible style, from the tourney held a few months ago at Frankfort :—

QP Opening.

	WHITE			BLACK
1	P—Q4	..	..	P—Q4
2	P—QB4	..	..	P—K3
3	Kt—QB3	..	..	Kt—KB3
4	B—Kt5	..	..	B—K2
5	P—K3	..	..	P—QR3
6	B—R4	..	..	P—QKt4
7	P—QR3	..	..	B—Kt2
8	P—QKt4	..	..	P—Q3
9	Kt—B3	..	..	Kt—Q2
10	Q—Q2	..	..	Kt—Kt3
11	B—Kt3	..	..	P—B4
12	P—B5	..	..	P—Kt5
13	Kt—Q5	..	..	Kt—Q5
14	P—QR4	..	..	P—QR4
15	Kt—Kt4	..	..	Kt—Kt4
16	P—R5	..	..	P—Kt5
17	Kt—Kt1	..	..	Kt—Kt1
18	Q—R4	..	..	P—K4
19	Q—B2	..	..	P—Q4
20	P—K4	..	..	P—B4
21	K—Q sq.	..	..	B—K3
22	K—B	..	..	P—Q5
23	P—P	..	..	Q—B4
24.	Resigns.			

BRIEF BRILLIANCIES, No. 1.
QP Opening.

	WHITE			BLACK
1	P—Q4	..	..	P—Q4
2	B—B4	..	..	P—QB4
3	B—K3	..	..	P—B
4	P—P	..	..	Q—R4 (ch)
5	K—QB	..	..	P—K3
6.	P—K4	..	..	B—P
7.	P—P	..	..	Kt—B3
8.	B—KT5 (ch)	..	..	K—K2
9.	Kt—B3	..	..	K—P
10.	Q—Q2	..	..	K—Kt
11.	Q—KT5 (ch)	..	..	P—B3
12.	Q—B (ch)	..	..	K—B2
13.	B—K8 (ch)	..	..	Resigns

Won by James Mason (against the great Russian master, Tschigorin) in the New York Tournament of 1889.

PROBLEM No. 12 (By A. J. Mackenzie)
Black—5 pieces.

White—6 pieces.

White to move and mate in two moves.

END GAME No. 1 (by B. Horwitz)

White (two pieces)—K on QRsq., R on KR4.
Black (four pieces)—K on QR6, R on QB6, pawns on QKt5 and QR7.

White to play and draw.

Solution to Problem No. 1.
(3-mover by R. Collinson).

The position was: White K on QR8, Q on QB3, B on KKt sq., R on QB6, pawns on QKt4 and QKt4; black K on Q3, B on KR8, Kt on KKt sq, pawns on KKt6 and KKt7.

The key is Q—K sq.

If 1, K—R; 2, Q—K6, K—Q sq.; 3, B—Kt6 mate.

If 1, K—Q4; 2, B—Q4, K—B; 3, R—Q7 mate.

If 1. Kt—B3; 2. Q—K7 ch. K—Q4; 3, R—B1 mate.

Comments.—A battling problem with fighting sacrifices and best defence play. B—Q4 is the key, for, if 1. Kt—Q6, there are two fine mates. [illegible]

Solution to Problem No. 11
(2 moves) by A. J. Mackenzie)

(Continued on page 30)

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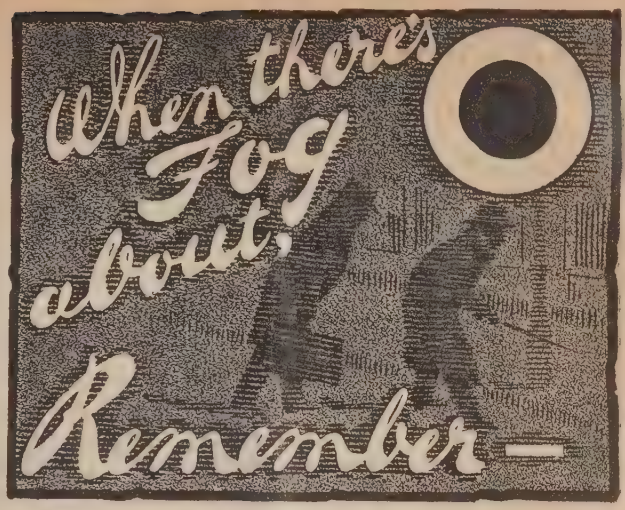

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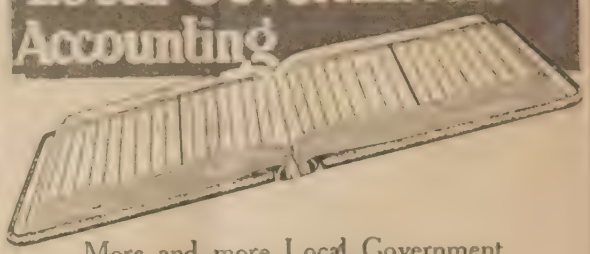

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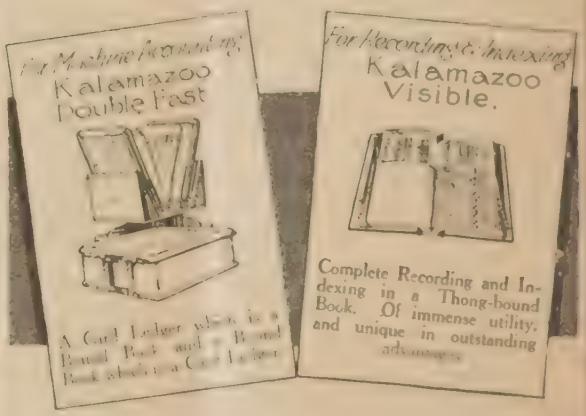

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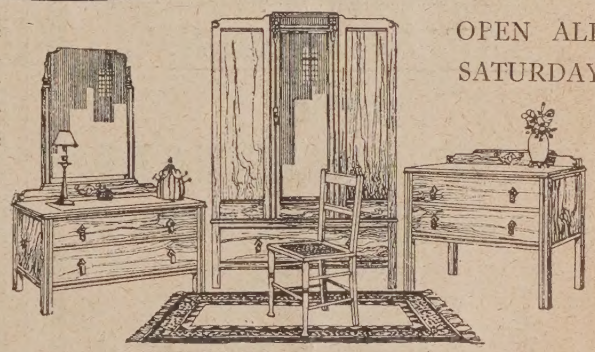

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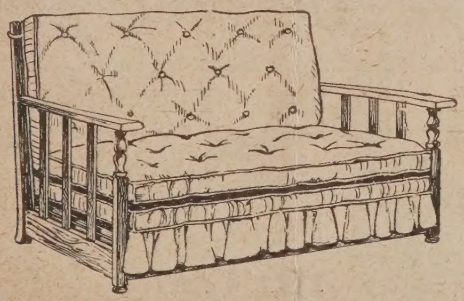

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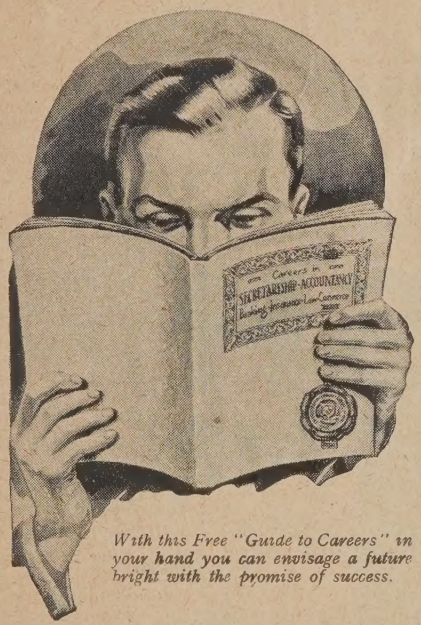

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